

Appointment Letter

Date: 05 August, 2022

To,

Mr. JAY Anand Bhosale
BUILDING B6 B7 MAGARPATTA HADAPSAR PUNE



Dear Mr. JAY Anand Bhosale

With reference to your application and the subsequent discussion you had with us, we are pleased to inform you that you are hereby employed on the following terms and conditions:-

You are hereby employed with us as a "HVAC Operator" with effect from 03 August, 2022. The current contract supersedes any previous existing contract /agreement and/or understanding with PSIPL, and the terms and conditions of contained herein will be applicable.

1. Your employment with us will be expired on March 31, 2023.

2. You have understood and accepted in unambiguous terms that on expiry of the said period unless the contract of your employment is renewed by us in writing, your contract of employment with us automatically ceases to exist and/or comes to an end by efflux of time. There will be no prior/advance written notice required to be given to you in that regard and neither will you be entitled to any payment in lieu of such notice. However, in the event of any termination of contract prior to the aforesaid period of the Contract of Employment, a 30 days' prior/advance written notice or payment in lieu of such notice will be given to you. Similarly, if you wish to be relieved from the contract prior to the expiry of the aforesaid period, you will also have to give us 30 days' written notice, failing which the payment due to you for 30 days will be forfeited/adjusted by us..

3. You shall be paid a gross salary of 20013/- per month (**Rs. Twenty Thousand Thirteen only**).

4. The Gross Salary is inclusive of all the allowances. This shall be paid on prorata basis for number of working days of the company in the month. You will also be entitled to avail the number of leaves applicable as per the Shop and Establishments Act prevalent in the State, where you are employed. You will also be entitled to the benefits as may be declared by the company, if any, from time to time.

5. During the period of your contract with our company you shall be bound by the rules and regulations of the company which are prevalent and/or or which may be brought into force from time to time.

6. You shall devote your full time and energy in working for the interest of the company. You shall not while on contract with the company, indulge yourself directly or indirectly with any other work or outside duties whether for gain or not, without express written permission from the management.

7. You are liable to be transferred from one site/shift to another, from one department to another or to any associate company existing at present or started hereafter. In case of such transfer, you will abide by the working hours of the shift, department, office or establishment etc. concerned without demanding any compensation or extra remuneration, due to such transfer. Upon the transfer you shall be governed by the conditions of service or rules and regulations that may be prevailing in the place to which you may be transferred.

8. Notwithstanding anything to the contrary mentioned hereinabove, your contract of employment is liable to be automatically terminated and/or shall ipso facto come to an end, without any notice or payment in lieu of notice, if the company's contract to which you are presently assigned expires or is terminated or there is any reduced labour demand by the Principal due to any reason whatsoever including but not limited to temporary closure of the work site due to any Act of God, natural calamity, strikes, riots, government order etc. (Force Majeure Event).



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Pune - 412307.

9. You shall be responsible for the safe keeping and return in good order of all the properties such as tools, equipment's, instruments, uniform etc. which are used by you, may be in your possession, custody, care or charge for proper the discharge of your duties. The management shall have the right to deduct the money value of such thing from your dues and take such other action as it deems fit in the event of any damage, loss, theft and/or your failure to account for such properties whether during the course of service of otherwise.

10. You shall not disclose or divulge any secrets or confidential information of the company which may come to your knowledge directly or indirectly as an employee or otherwise to anyone.

11. If you remain absent from duty without prior written permission of the management for seven (7) consecutive days or more, than disciplinary action will be taken against you as per law.

12. You shall not take employment with the client (principle) without prior approval/ no objection certificate from the company.

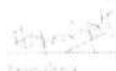
13. Your contract of employment shall be liable to be terminated without notice or payment in lieu of notice at any time during the period of your employment, as and when the company comes to know of any previous conviction by a court of law or if you are convicted by a court law at any time before of the stipulated period.

14. In case it is found that you are tarnishing the image of the Company in Social Media and/or indulge in any activity, which is against the interest of the Company in any manner whatsoever, then disciplinary action including but not limited to termination of your contract, as per law shall be initiated against you.

15. Your other service condition, which have not been specified here in above, shall be governed by the Code of Conduct policy of the Company.

The above-specified service condition that have been explain to you in religion language. You are requested to sign the copy of this letter of Contract of Employment as a token of your acceptance. You have read and understood the terms and conditions of this letter accepted the same.

Authorized Signatory



Date: _____

For Property Solutions (India) Pvt Ltd.



Accepted
JAY Anand Bhosale

Register Office: Property Solutions (India) Private Limited (A Kalpataru Group Company), Unit no 11, ground floor, Kalpataru square, off. Andheri-Kurla Road, Kondivita Lane, Andheri (East), Mumbai 400059. Tel: 022-33277100 Fax: 022 33277299



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- **Head Office & Factory**
36, MIDC, Central Road, Andheri (E), Mumbai-400 093, India.
Tel.: + 91 22 61519300.
- **Unit II**
Gate No. 519, Rhee Road, Shekha Wadi, Ghotavade, Tal. Mulshi,
Dist. Pune-412111. Tel. : + 91 20 65742500.
- **Unit III**
No. 274/2, Pandruti, Sriperumbudur Taluk,
Kanchipuram, Tamilnadu - 631 604. Tel. : 044-67181700.
Website : www.prabha-engg.com Email : prabha@prabha-engg.com

PEPL/HR/F/01/01

Date: 25/04/2023

Mr. Shubham Kulkarni
Uruli Kanchan, Tal - Haveli,
Dist- Pune

We are pleased to inform you that you have been appointed as an Jr. Engineer - Production w. e. f. 20/04/2023 on the following terms and conditions:

TERMS AND CONDITIONS OF APPOINTMENT

1. You shall be designated as an "Jr. Engineer - Production" and shall be entrusted with the responsibilities pertaining to areas /assignments explained to you at the time of interview and assignment given to you by the management from time to time, subject to the requirement and the necessity of your services and deployment to other related areas also.
2. You shall be entitled to receive monthly emoluments & the annual statutory benefits so far as applicable and the annual perquisites as per the rules of the company applicable to your grade, as detailed below: -

Basic	:	14,400.00
HRA	:	5,760.00
Edu. Allow.	:	200.00
Misc. Allow.	:	4,476.00
Total	:	24,836.00

3. In addition to the above, you will be also eligible for the following benefits after confirmation.

Bonus	:	As declared from time to time.
P.L.	:	30 Days p.a. } After confirmation
C.L.	:	7 Days p.a. }
S.L.	:	7 Days p.a. }

4. You will be entitled to Provident Fund & Bonus / Ex-gratia/Gratuity as per Law /rules of the organization / scheme applicable to your grade and to the location where you may be posted.



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Page 1 of 3
Pune District Education Association's
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5. Initially you shall be on Probation period for a period of Six months from the date of your joining and the said period of probation shall be liable to be extended by another Six months or more purely at the discretion of Management.
6. During the probation or the extended probation period, the Management reserves right to terminate your services without any notice or assigning any reasons thereof purely at its discretion.
7. You will be continued to be on probation, till your service are confirmed in writing by the Management. Merely completion of Probationary Period does not mean that you are "confirmed in the employment".
8. Your place of posting at initial is at our **Pune Plant**. However, your services are transferable to any other branch, place or sister concern anywhere in India, whether in existence or which may come into existence hereafter without any change in the terms & conditions.
9. The Management reserves the right that it may vary the employees' duties, department or aspects of the position as per the requirement of the Management which feels it is within your skill and capabilities. You will undertake to carry out all such duties with same diligently and satisfactorily.
10. You will employ yourself efficiently to the best of your ability, will devote your whole time to the work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in any service, trade, business, vocation or occupation.
11. You will have to undergo the employment related training as directed and specified by the Management from time to time. However the expenses towards training will be borne by the Management.
12. During probation your services are liable to be terminated with prior notice of **One month's** or payment of basic salary in lieu thereof. Similarly, you can also resign from the service with **One month's** notice. The Management reserves right to waive off the notice period in case you resign from the services. However if the Management needs to continue the work for entire notice period the Management has right to insist on the employee to continue to work during the Notice period.
13. This appointment is based on the information given by you in your application and the documents submitted and shall be considered null and void if a material error / suppression or false details discovered therein at any time in future.
14. While joining you will submit your residential address and inform in future any change in your address.



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15. You will undertake to keep confidential at all times during and after the employment about your duties and confidential information acquired by you in the course of the employment in respect of the products, technology, business arrangements and commercial dealings of the Management and suppliers and customers of the establishment.
16. The Management has full right to change any terms and conditions as laid down above in future without prior notice.
17. After your confirmation, if you wish you shall be entitled to leave the organization on giving **Three months** clear notice or pay in lieu thereof. The management shall also be entitled to terminate your service by giving **Three month's** clear notice or pay in lieu thereof without giving any reason.

Please acknowledge the receipt of this letter in token of acceptance of all the above terms and conditions.

For Prabha Engineering Pvt. Ltd.

Vaishali Malpekar

Vaishali Malpekar
Sr. Vice President - HR & IT

I acknowledge that I have read, understood, and accept the terms and conditions of this appointment letter.



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PRABHA ENGINEERING PVT. LTD.

Designation	Mr. Shubham Kulkarni	Experience	2year	Qualification	Diploma (Mechanical)	Location	Pune
Prabha Engineering Pvt. Ltd.							
L12 D							
A Monthly Salary							
Deduction							
Sr. No.	Salary Head	Amt. Rs.	Deduction Heads		Amt. Rs.		
1	Basic	₹ 14,400.00	Provident Fund		₹ 1,800.00		
2	HRA (40% of Basic)	₹ 5,760.00	Professional Tax		₹ 200.00		
3	Edu. Allow.	₹ 200.00					
4	Misc. Allow.	₹ 4,476.00	Gross Deduction		₹ 2,000.00		
Gross Salary Per Month		₹ 24,836.00	Net Salary		₹ 22,836.00		
Total A	Gross Annual Salary	₹ 298,032.00					
B Annual Benefits							
1	LTA	₹ 0.00					
2	Performance Bonus	₹ 0.00					
Total B	Gross Per Annum *	₹ 0.00					
C Other Benefits (Indirect)							
1	Gratuity	₹ 8,307.84					
2	P.F	₹ 23,400.00					
3	Mediclaime Policy	₹ 9,500.00	2 Lakhs with Family Member (1+3)				
4	Personal Accident Policy	₹ 500.00					
5	Retention Bonus (Every Year)	₹ 5,000.00	For Three Years				
Total C	Gross Per Annum **	₹ 46,707.84					
Total ABC	Employee CTC	₹ 344,739.84					
Note:	<p>C - Sr. No. 3 - If you leave the company before ONE year, Amount to be deducted from your Full & Final Settlement (Mediclaime Policy covered At the time of Joining with Family Members).</p> <p>C - Sr. No. 5 - Retention Bonus of ₹ 15000/- (₹ 5000/- P.A. x 3 Years) payable after completion of Three Years of Service.</p>						

Thanks & Regards,

Yours faithfully,
For Prabha Engineering Pvt. Ltd.

Vaishali Malpekar

Vaishali Malpekar
Sr. Vice President - HR & IT

Mr. Shubham Kulkarni

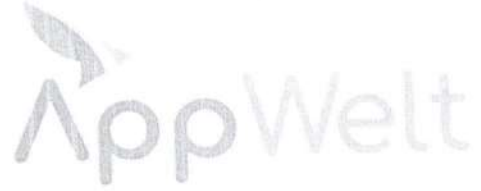
Place: _____

Date: _____



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Date: 21st June 2023

Dear Mr. Shekhar Pawar

Subsequent to your interview and discussions we are glad to inform you that you are appointed as a "**Jr. Python Developer**" in our Organization.

You will join our organization from **21st June 2023**.

Your monthly emoluments will be as follows:

Basic	Rs. 11,800/-
HRA	Rs. 1000/-
Travel	Rs. 5000/-
Conveyance	Rs. 200/-

Total Rs 18,000/- (Rs. Eighteen Thousand Only)

Other Statutory deductions will apply as per the prevailing rules and regulations at that time.

Your probation period will be from **21st June 2023** to **31st of Aug. 2023**.

Termination of Employment:

With two month notice from either side or salary in lieu of the notice period.

Our office timings are:

10.00 a.m. to 7.00 p.m. (Lunch hour: 1.30 p.m. to 2.30 p.m.) 6 days a week, Monday to Saturday. Work from home is not applicable.

Any other rules and regulations will be informed to you as and when the management frames them.

You will not disclose internal matters/techniques to anybody outside the company.

You may kindly sign the duplicate of this letter and convey your acceptance of your joining.



Mr. Sunil Limje
Project Manager

Branch Address: Plot no.15, Pathan Layout, Near Trimurtinagar Sub post office, Parsodi, Nagpur - 440022

Registered Address: H. No. 283, Kachar Ward, Hajurghata, Ward No. 24, Pune - 411004

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Abhinav Pachpor <abhinavspachpor@gmail.com>

Fwd: Communication for employment confirmation-EMP ID-WDC220019

1 message

ABHINAV PACHPOR <abhinav.pachpor@directors-institute.com>
To: abhinavspachpor@gmail.com

Thu, May 25, 2023 at 6:26 PM

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

From: **Ayub Sheikh** <ayub.sheikh@worlddevelopmentcorporation.com>
Date: Thu, 25 May 2023 at 17:59
Subject: Communication for employment confirmation-EMP ID-WDC220019
To: <abhinav.pachpor@directors-institute.com>
Cc: Zeeshaan Pathan <zeeshaan.pathan@worlddevelopmentcorporation.com>, Heval Mehta <heval.mehta@worlddevelopmentcorporation.com>

Dear Abhinav,

EMP ID-WDC220019

I hope this email finds you well. I am happy to inform you that after careful consideration and evaluation of your performance as an intern at WDC, we have decided to offer you a permanent position within our organization. Congratulations on this significant achievement! We truly appreciate your dedication and the valuable contributions you have made to our team.

Effective 1st June 2023, you will transition from your intern role to a permanent employee position at WDC. We are confident that your skills, enthusiasm, and commitment will continue to benefit our organization as we grow and succeed together.

As part of your transition to a permanent role, I'm pleased to inform you that we have revised your salary to reflect your new status. Your revised salary will be Rs.585000 per annum (refer to the detailed revised salary structure given below) . This adjustment reflects our commitment to providing competitive compensation to our valued employees.

Additionally, as a permanent employee, you will be eligible for our comprehensive benefits package, including healthcare coverage and various other perks and opportunities for professional growth and development.

We believe that your talent and potential have great value, and we are excited to have you join our team on a permanent basis. We look forward to working with you and witnessing the positive impact you will continue to make within our organization.

Once again, congratulations on this well-deserved promotion to a permanent employee! We are confident that your future contributions will be invaluable to our team and the overall success of WDC. We are excited to have you on board.

Revised Salary Structure

	Components	Monthly (INR)	Per Annum (INR)
Monthly (A)	Base Salary	18,751	225,009
	House Rent Allowance	9,375	112,501
	Education Allowance	360	4,320
	Special Allowance	14,085	169,020
	Telephone Allowance	450	5,400
	Other Allowances	1,980	23,764
Sub Total (A)		45,001	540,014
Annual (B)	Retention Bonus (As per policy)	-	44,987
Sub Total (B)			585,000
	Variable (C)		As per policy



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4:40 PM

Gmail - Fwd: Communication for employment confirmation-EMP ID-WDC220019

Provident Fund - Employer Share if Contributed by Company (D)			-
Total Cost to the Company (A + B + C + D)			585,000

Regards



World Development Corporation
Every world is a client

AYUB SHEIKH

Managing Director-Fintech, World Development Corporation

+91 7303455537 | www.worlddevelopmentcorporation.com

Ayub.sheikh@worlddevelopmentcorporation.com

CIN:U72502MH2022PTC388389

UK Company Number:14322888



Abhinav Pachpor

Digital Marketer - Director's Institute

+91 7799403226

www.directors-institute.com

abhinav.pachpor@directors-institute.com



(Handwritten Signature)
Principal

Pune District Education Association's
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Date: 25 April 2023

Name : SHUBHAM S KHARADE

Emp No : 51296

Subject: Salary Revision

Dear Shubham,

In appreciation of your contribution during the year **2022**, we are pleased to revise your salary effective **1 Jan 2023**. Please refer to revised salary details in the annexure to this letter. All other terms and conditions of your employment shall remain unchanged.

We look forward to your continued contribution to the business growth and Values of Vishay. We wish you the very best in your career and personal life. A copy of this letter and annexure will be preserved in your personal file for official records.

Best Regards,

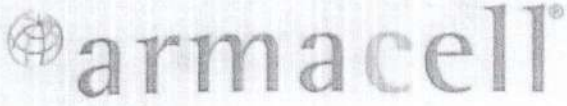
For Vishay Components India Pvt. Ltd

NATHANIEL MANICKAM
DIRECTOR HR, INDIA

Encl: Annexure: Salary Details



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ARMACELL INDIA PVT LTD.
Plant - Gate No. 744 & 745,
Village - Lonikand
Tal. Haveli, Dist. Pune - 412216
TELEPHONE - +91 20 44782000
E-MAIL - india.office@armacell.com
INTERNET - www.armacell.in
CIN NO. : U24290PN2005FTC131939

Ref: AIPL/HR/APPT-A/2022

Date: 28th November 2022

To,
Ashutosh Nigade,
Emp. ID: 7280389

Subject: Appointment Letter

Dear Ashutosh,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as "Shift Leader – Warehouse". We welcome you to Armacell India Private Limited. Please note that your appointment is subject to the terms & conditions contained in this letter & company policy.

A) Appointment

1. You shall be appointed as "Shift Leader – Warehouse" with Armacell India Pvt. Ltd. (the "Company") at an annual total compensation as outlined in Annexure. Your appointment with Armacell India is confirmed and effective from 28th November 2022.
2. You will be currently reporting to the Warehouse Manager.
3. You will initially be based at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, Group Company, sister concern or subsidiary of this Company or any of its associates, presently in existence & operational or will be operational in future. In such an eventuality, your employment will be governed by the terms and conditions and the remuneration as applicable to such new place to which your services may be temporarily or permanently transferred.



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Pre Medical Employment Check up|| Atlas Copco Apprenticeship Registration

1 message

Wed, 9 Aug 2023 at 2:30 pm

Poonam Sapkale <poonam.sapkale@atlascopco.com>
To: joshichaitanya37@gmail.com <joshichaitanya37@gmail.com>
Cc: Vibhuti Pandya <vibhuti.pandya@atlascopco.com>, Bhagyashree Edlabadkar <bhagyashree.edlabadkar@external.atlascopco.com>

Hello Chaitanya,

You are shortlisted as a Graduate Apprentice Trainee in Atlas Copco, Dapodi.

Apprenticeship Period – 1 Year

Stipend – INR 24000 per month

You need to complete the Medical Checkup. Please contact our Company doctor for medical process.

Dr. Bhagyashree Edlabadkar - 8482982533

In the meanwhile, to avoid delay, Kindly register and enrol on the below link as a Graduate Apprentice by today. The link is shared below.

<http://mhrdnats.gov.in/students>

After registration on above link, please share below documents on mail as well as submit the hard copy. Also fill the attached HR profile details file on mail.

1. Marksheets
2. BE Certificate
3. Aadhar card
4. Bank document (must contain your name, Account number and IFSC)
5. NATS registration ID
6. Pan card
7. Emergency contact number (on mail)
8. Photograph
9. Blood group (on mail)

In case of any queries kindly contact the undersigned.

Your joining will be based on medical reports.

Thanks & Best Regards,

Poonam Sapkale
Sr. Officer- Human Resources

Product Company Dapodi – Compressor Technique

Atlas Copco (India) Ltd.

Visitor Address: Old Mumbai-Pune Road, Sveanagar,
Dapodi, Pune - 411012
Maharashtra, India



Principal
Pune District Education Association
College of Engineering, Manjari
Pune - 412307.

Mobile: +919673455255
E-mail: poonam.sapkale@atlascopco.com

Company Reg. No: AAACA4074D


CIN No: U27106PN1960PLC020566

Visit Atlas Copco at: <http://www.atlascopco.com>

Follow us at: [Facebook](#) - [LinkedIn](#) - [Twitter](#) - [YouTube](#) - [Instagram](#)

Committed to sustainable productivity




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AAXGAMING PRIVATE LIMITED

B HARDE GALLI, SHEVGAON
TALUKA - SHEVGAON DIST - AHMEDNAGAR - 414502
EMAIL: INFO@AAXGAMING.COM

Ref/AAX/Aug/Offer/2022/03

1st August 2022

Mayuresh Koli
Om Nivas,
Chintamani society lane,
zed corner Manjri Road Pune.

PRIVATE & CONFIDENTIAL

Subject: Appointment Letter

Dear Mayuresh,

It was a pleasure meeting you to explore the career opportunity with AAXGaming. Based on our discussion we are pleased to offer you the position of **Junior Developer**. The gross compensation shall be **2,64,000/-INR (Two Lakh Sixty-Four Thousand Only)** per annum. The details of the terms and condition of the offer of employment are details in the enclosed annexure.

Congratulation and Welcome to AAXGaming family. We believe we have a historic opportunity of building a world class company. We also believe we are very unique in several ways –our strengths in being a flat, open and communicative organization our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfil your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies, and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Pune office on **August 1, 2022**, the reporting time is 10:00 am. Please keep your recruiter informed, in case of an advancement in the joining date.

Please endorse your acceptance on or before **August 1, 2022**.

NR Patel

HR- Head



[Signature]
Principal
Pune District Education Association's
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Pune - 412307.

[Signature]



CIN: U92490PN2021PTC205330

AAXGAMING PRIVATE LIMITED

BHARDE GALLI, SHEVCAON
TALUKA - SHEVCAON DIST - AHMEDNAGAR - 414502
EMAIL: INFO@AAXGAMING.COM

Ref/AAX/Aug/Offer/2022/02

1st August 2022

Parth Wavale
Hadapsar Pune

PRIVATE & CONFIDENTIAL

Subject: Appointment Letter

Dear Parth,

It was a pleasure meeting you to explore the career opportunity with **AAXGaming**. Based on our discussion we are pleased to offer you the position of **League OPS**. The gross compensation shall be **2,64,000/-INR (Two Lakh Sixty Four Thousand Only)** per annum. The details of the terms and condition of the offer of employment are details in the enclosed annexure.

Congratulation and Welcome to **AAXGaming** family. We believe we have a historic opportunity of building a world class company. We also believe we are very unique in several ways –our strengths in being a flat, open and communicative organization our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfil your personal and professional goals. We look for professionals like you

who would partner the future growth of the Organization. We are confident that with your skills, competencies, and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Pune** office on **August 1, 2022**, the reporting time is 10:00 am. Please keep your recruiter informed, in case of an advancement in the joining date.

Please endorse your acceptance on or before **August 1, 2022**.

NR Patel

HR- Head



[Signature]
Principal
Pune District Education Association's
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Pune - 412307.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 08/22/2023

Asha Babaji Mandale

C12158217

AT MANDALEWADI POST VADGAONPIR TAH AMBEGAON PUNE

8080562486

Dear Asha Babaji Mandale,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Aug-2023

1

Principal

Candidate's Signature Asha Mandale

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AAXGAMING PRIVATE LIMITED

BHARDE GALLI, SHEVGAON
TALUKA - SHEVGAON DIST - AHMEDNAGAR - 414502
EMAIL: INFO@AAXGAMING.COM

Ref/AAX/Apr/Offer/2022/01

15th April 2022

Akash Ratan Kawale
RH 2B, Saiban Socity,
Wadhao KH, Bajajnagar,
Aurangabad.

PRIVATE & CONFIDENTIAL

Subject: Appointment Letter

Dear Akash,

It was a pleasure meeting you to explore the career opportunity with AAXGaming. Based on our discussion we are pleased to offer you the position of **League OPS**. The gross compensation shall be **264000/-INR (Rs. Two Lacs Sixty Four Thousand Only)** per annum. The details of the terms and condition of the offer of employment are details in the enclosed annexure.

Congratulation and Welcome to AAXGaming family. We believe we have a historic opportunity of building a world class company. We also believe we are very unique in several ways –our strengths in being a flat, open and communicative organization our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfil your personal and professional goals. We look for professionals like you

who would partner the future growth of the Organization. We are confident that with your skills, competencies, and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Pune** office on **April 1, 2022**, the reporting time is 10:00 am. Please keep your recruiter informed, in case of an advancement in the joining date.

Please endorse your acceptance on or before **April 1, 2022**.

NRPatel

HR- Head



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

20/1/2022 K.

Offer Letter

Dear Dheeraj Singh,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : PAN India

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

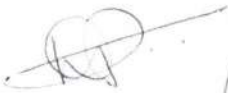
Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,



Shyam Narayan

Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

Principal

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

Offer Letter

Dear Ayubkhan Nadaf,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: **Jr.QA Engineer / QA Engineer**

Position: **QA Automation Tester (Selenium) / Manual Tester**

Location: **PAN India**

Duration: **2 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 5LPA**

Best Regards,



Shyam Narayan

Director




*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

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Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com


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

Offer Letter

Dear Chirag Satpute,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,



Shyam Narayan

Director




*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068.

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com


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

Offer Letter

Dear Ajay Kadam,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,




Shyam Narayan

Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

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

Offer Letter

Dear Chinmay Gonde,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: **Jr.QA Engineer / QA Engineer**

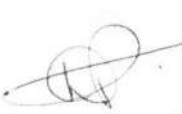

Position: **QA Automation Tester (Selenium) / Manual Tester**

Location: **PAN India**

Duration: **2 months of training and 100% Placement Assistance**

Package*: **2.8LPA to 5LPA**

Best Regards,

Shyam Narayan

Director

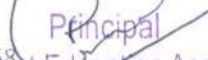


*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

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Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com


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

Offer Letter

Dear Mukund Sutar,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : PAN India

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,



Shyam Narayan


Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068, Principal
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com


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

16

Offer Letter

Dear Suhas Balu Pingat,

Issued on: 17th May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : PAN India

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,



Shyam Narayan

Director




*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solution

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com


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



KETSOL PVT. LTD.

5080, 5th floor, Marvel Fuego ,
Magarpatta road ,Above Nexa
showroom, Hadapsar, Pune 411028

Email: ketsolpvtltd@gmail.com
Web : www.ketsol.in

Offer Letter

Date: - 20/01/2024

Dear **Nikhil Dinde,**

We are pleased to inform you that you are appointed as **Project Engineering of KETSOL PVT. LTD.** with immediate effect. Your joining date will be Immediate .Job Location Pune

You will be on probation period for 6 month from the date of joining.

Copy of following documents is required to be brought on the day you join us.

- 1) SSC, HSC & Graduation (Final Year) Certificate (Xerox) also bring original for verification
- 2) PAN CARD & Address Proof Xerox, bring original for verification.

Salary structure -

Gross Salary	12,000.00
Less - PF	-
Less - ESIC	-
Less - Profession Tax	-
Net Salary	12,000.00

We welcome you to KETSOL!!!

Sincerely

Dilip Sakre
(Director)
KETSOL PVT.LTD.



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



KETSOL PVT. LTD.

5080, 5th floor, Marvel Fuego ,
Magarpatta road ,Above Nexa
showroom, Hadapsar, Pune 411028

Email: ketsolpvtltd@gmail.com

Web : www.ketsol.in

Offer Letter

Date: - 20/01/2024

Dear Satyajit Gorve.

We are pleased to inform you that you are appointed as **Project Engineering** of **KETSOL PVT. LTD.** with immediate effect. Your joining date will be Immediate .Job Location Pune

You will be on probation period for 6 month from the date of joining.

Copy of following documents is required to be brought on the day you join us.

- 1) SSC, HSC & Graduation (Final Year) Certificate (Xerox) also bring original for verification
- 2) PAN CARD & Address Proof Xerox, bring original for verification.

Salary structure -

Gross Salary	12,000.00
Less - PF	-
Less - ESIC	-
Less - Profession Tax	-
Net Salary	12,000.00

We welcome you to KETSOL!!!

Sincerely

Dilip Sakre
(Director)
KETSOL PVT.LTD.



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



KETSOL PVT. LTD.

5080, 5th floor, Marvel Fuego ,
Magarpatta road ,Above Nexa
showroom, Hadapsar, Pune 411028

Email: ketsolpvtltd@gmail.com
Web : www.ketsol.in

Offer Letter

Date: - 05/07/2023

Dear Nutan ,

We are pleased to inform you that you are appointed as **Project Engineering** of **KETSOL PVT. LTD.** with immediate effect. Your joining date will be 06-07-23.

You will be on probation period for 3 month from the date of joining.

Copy of following documents is required to be brought on the day you join us.

- 1) SSC, HSC & Graduation (Final Year) Certificate (Xerox) also bring original for verification
- 2) PAN CARD & Address Proof Xerox, bring original for verification.

Salary structure -

Gross Salary	12,000.00
Less - PF	-
Less - ESIC	-
Less - Profession Tax	-
Net Salary	12,000.00

We welcome you to KETSOL!!!

Sincerely

Dilip Sakre
(Director)
KETSOL PVT.LTD.



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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 08/22/2023

Asha Babaji Mandale

C12158217

AT MANDALEWADI POST VADGAONPIR TAH AMBEGAON PUNE

8080562486

Dear **Asha Babaji Mandale**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case may be") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Aug-2023

1



Candidate's Signature

Asha Mandale

Reference Id: 174d8b9a-4045-487b-ad13-3f4bb1ad9e40_1
Signed By: MAHESH VASUDEO ZURALE

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

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven Days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven Days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED



Asha Babaji Mandale



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

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 460700/-
(E)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(F)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]


(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your


(Principal)
Pune District Education Association's
College of Engineering Manjar (Bk)
Pune - 412305

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.


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

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to 2 times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to

company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing

obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.


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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Certification Completion Document (as mentioned in the eligibility criteria)
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.


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Pune - 412307

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:



Asha Babaji Mandale

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

May 31, 2022

HRD/2T/1002454329/22-23

Mr. Bhushan Asati
At + Post Kati (Birsola)
Tha
Gondia-441614
India

Ph: +91-8080562486

Dear Bhushan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.05.31 17:03:03 IST
Reason: Digitally Signed
Location: Bangalore


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

INFOSYS LIMITED
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44, Infosys Avenue
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Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

May 31, 2022

HRD/1002454329/22-23

Mr. Bhushan Asati
At + Post Kati (Birsola)
Tha
Gondia-441614
India

Ph: +91-8080562486

Dear Bhushan,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **09-Jun-2022**.

Location


Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



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College of Engineering Manjan (Bk),
Pune - 412307

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.



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Pune - 412307

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).


Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2022-23 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.



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Pune - 412307.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.



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Pune - 412307

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your diploma, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.



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Pune - 412307

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company. As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

 Sign your name

 Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.05.31 17:03:03 IST
Reason: Digitally Signed
Location: Bangalore



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

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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Bhushan Asati
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	18,581
TOTAL GROSS SALARY	18,581

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.


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

Offer Letter

Date: - 20/01/2024

Dear **Nikhil Dinde**,

We are pleased to inform you that you are appointed as **Project Engineering** of **KETSOL PVT. LTD.** with immediate effect. Your joining date will be **Immediate**. Job Location Pune

You will be on probation period for 6 month from the date of joining.

Copy of following documents is required to be brought on the day you join us.

- 1) SSC, HSC & Graduation (Final Year) Certificate (Xerox) also bring original for verification
- 2) PAN CARD & Address Proof Xerox, bring original for verification.

Salary structure -

Gross Salary	12,000.00
Less - PF	-
Less - ESIC	-
Less - Profession Tax	-
Net Salary	12,000.00

We welcome you to KETSOL!!!

Sincerely



Dilip Sakre

(Director)

KETSOL PVT.LTD.



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

Offer Letter

Date: - 05/07/2023

Dear Nutan ,

We are pleased to inform you that you are appointed as **Project Engineering** of **KETSOL PVT. LTD.** with immediate effect. Your joining date will be 06-07-23. You will be on probation period for 3 month from the date of joining.

Copy of following documents is required to be brought on the day you join us.

- 1) SSC, HSC & Graduation (Final Year) Certificate (Xerox) also bring original for verification
- 2) PAN CARD & Address Proof Xerox, bring original for verification.

Salary structure -

Gross Salary	12,000.00
Less - PF	-
Less - ESIC	-
Less - Profession Tax	-
Net Salary	12,000.00

We welcome you to KETSOL!!!

Sincerely



Dilip Sakre
(Director)
KETSOL PVT.LTD.



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

Offer Letter

Date: - 20/01/2024

Dear Satyajit Gorve.

We are pleased to inform you that you are appointed as **Project Engineering** of **KETSOL PVT. LTD.** with immediate effect. Your joining date will be **Immediate**. Job Location Pune

You will be on probation period for 6 month from the date of joining.

Copy of following documents is required to be brought on the day you join us.

- 1) SSC, HSC & Graduation (Final Year) Certificate (Xerox) also bring original for verification
- 2) PAN CARD & Address Proof Xerox, bring original for verification.

Salary structure -

Gross Salary	12,000.00
Less - PF	-
Less - ESIC	-
Less - Profession Tax	-
Net Salary	12,000.00

We welcome you to KETSOL!!!

Sincerely



Dilip Sakre
(Director)
KETSOL PVT.LTD.



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

January 7, 2022

HRD/2T/1001983011/21-22

Ms. Rutuja Balasaheb Jadhav
Sainath Nagar,
Vadgaonsheri,
Pune-411014
India

Ph: +91-7387995480

Dear Rutuja,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.07 18:36:24 IST
Reason: Digitally Signed
Location: Bangalore


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

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
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Bangalore 560 100, India
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askus@infosys.com
www.infosys.com

January 7, 2022

HRD/1001983011/21-22

Ms. Rutuja Balasaheb Jadhav
Sainath Nagar,
Vadgaonsheri,
Pune-411014
India

Ph: +91-7387995480

Dear Rutuja,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **10-Jan-2022**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



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

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.



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

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.



(Principal)
Pune District Education Association's
College of Engineering Manjar (Bk),
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You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.



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

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your diploma, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.



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

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

Print your full Name

Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.07 18:36:24 IST
Reason: Digitally Signed
Location: Bangalore



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ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Rutuja Balasaheb Jadhav
ROLE	Operations Executive
ROLE DESIGNATION	Operations Executive - Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580
MONTHLY GROSS SALARY	16,162

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,630
GRATUITY - 4.81% of Basic Salary*	653
FIXED GROSS SALARY (1+2+3)	18,581
TOTAL GROSS SALARY	18,581

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.


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