

Supporting Documents

5.2.2

Appointment Letters of Students Placed during Last Five Years



VIKAS PANDIT

WARD NO. 11, AJIT NAGAR, NEAR JATHERIA WALA GURDWARA, KAPURTHALA. PIN:144601
KAPURTHALA
PUNJAB

Date : 10-May-2021

APPOINTMENT LETTER

Dear VIKAS,

With reference to the offer given to you, we are pleased to inform that you are being appointed as **MANAGER - BUSINESS DEVELOPMENT** with Ceasefire Industries Private Limited.

A) Other details of the joining are:

Place of Initial Posting: JALANDHAR

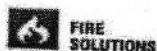
Division: CST

Date of Joining: 10-May-2021

B) Your Total Annual CTC would be 503544/-. Breakup of salary structure is attached as Annexure A. Annexure A.

Your employment with us will be governed by certain terms & conditions of employment which are mentioned below:-

- 1) Service Conditions:** You shall be governed by the rules, regulations and such other practices, systems, procedures and policies in existence or framed by the company from time to time. The Statutory Laws enacted by the local Authority, State or Central Government as applicable to company from time to time shall also be applicable to you.
- 2) E-Joining & Induction:** You will be a part of e-induction & training for 10 days post which a test will be conducted to evaluate your understanding of the company and products. In case of unsuccessful training, Company reserves the right to withdraw this offer of appointment and will not be liable to pay for the training period.
- 3) Place/Transfer:** Your present place of work will be **JALANDHAR**, but during the course of your service, you shall be liable to be posted / transferred to any Branch or Division or any subsidiary company anywhere in India to serve any of the Company's Projects or any other establishment, at the sole discretion of the Management.
- 4) Leave:** You will be eligible to the benefits of the leave as per the company leave policy available on HR portal.
- 5) Probation:**
 - a) You shall be on probation for 180 days from your date of joining. Employment during the probation period is considered "at will". Your services during probationary period can be terminated without any notice, cause or assigning any reasons thereof.
 - b) Upon completion of the probationary period, you shall be confirmed and shall acquire status of a confirmed employee until extension of probation is communicated in writing within 30 days from completion of probation period.
- 6) Confirmation:** Your confirmation in the Company after the expiry of probation period or any further extended period will depend on your meeting the objectives as set out on monthly basis. It will further depend on your conduct within the confirmation period. You will be expected to devote your best efforts and business time to the performance of your duties under this Employment Agreement and shall perform them faithfully, diligently and competently and in a manner consistent with the policies of the Company.
- 7) Duties & Obligation:**
 - 7.1)** You will be in whole time service/employment of the Company shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. Also, if you are already enrolled in any course of study before your joining with us, the same has to be disclosed to HR in writing.
 - 7.2)** You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected with any person employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission gifts or any other pecuniary benefit whatsoever from any other party.



Ceasefire Industries Private Limited, Plot No-4, Second Floor, Sector-135 Noida - Greater Noida Expressway, Noida - 201 301, India
Tel.: +91-120-7154114 | Fax: +91-120-7154115 | response@ceasefire.in | www.ceasefire.in | Toll Free : 1800-11-3473, 1800-180-7233 | SMS : Fire to 53030
Registered Office : 602, "Doff Chambers", 6th Floor, Behind Strand Cinema, Colaba, Mumbai - 400 005. Tel.: 022-22854677 / 78. Fax: 022-66349069
(CIN No. U29193MH2002PTC136105)

7.3) You shall act loyally and faithfully for the company and obey the orders and instructions of your seniors of the company and if in any case it is not possible to obtain instruction in a particular manner to act in such a manner as you reasonably consider it to be most beneficial to the interest of the Company.

7.4) You shall also refrain from engaging or being interested directly or indirectly as the principal agent/partner/ director or employee in the production, sale, or advertisement of goods of any description or kind or similar to or competitive with the products of the company without the prior written consent of the company.

7.5) You shall work under the supervision and control of such persons as decided by the Company from time to time. You shall most diligently and faithfully carry out instructions or discharge your duties given to you by your superiors or persons under whom you are placed to work in the overall interest of the Company.

7.6) You shall take orders for sale of goods only subject to confirmations and acceptance by the company and on the usual terms and condition. You shall not make any false/wrong representation in selling the goods or to give any warranties or concessions other than those contained in the company's conditions of sale. (Applicable for Sales Division)

7.7) You shall always maintain high standard / degree of secrecy and keep as confidential the records, documents and such other information's relating to the business of the company which may be known to you or confided in you by any means and shall use the same only in a duly authorized manner in the interest of the company. You shall upon relinquishment of your service/employment for any reasons, return all such record, documents and other information to the Company immediately if they are in your possession in any manner and shall not attempt to retain copies of any data records know-how or information of the Company.

7.8) You shall always maintain in good condition Company's property, which may be given to you for official use during the course of your employment and shall return the same to the Company immediately on relinquishment of your services failing which the Company will recover the cost of the same from you.

8) **Code of Conduct:** You shall at all times during probation and upon confirmation comply with the service regulations, code of conduct etc. presently applicable and amended from time to time.

9) **Dress Code:** You shall be coming to office as per company's dress code policy available on HR portal.

10) **Touring / Traveling:** You are liable to travel as required by the Company from time to time and you shall be governed by the Travel rule of the company applicable as of today or as amended by the company from time to time.

11) **Collection of Company's Outstanding (Applicable for Sales Division):**

11.1) You shall be responsible to collect the payment for the material supplied to the customer against the order procured by you, and the same shall be deposited in the office within 24 hours failing which it will be presumed that you have retained the collection willingly and the management shall be at liberty to take any punitive action, as it may deem fit, against you and shall also charge an interest @ 2% per month for the period you would have retained the money of the company with you.

11.2) In the event of your leaving the services of the company, the company shall recover the said amount, retained by you as mentioned in above para, along with the interest from your dues which may become payable at the time of your leaving. In the event of your leaving you shall be responsible for collecting the payment of the outstanding for the goods supplied against the order procured by you failing which the same shall also be deducted from your full & final settlement.

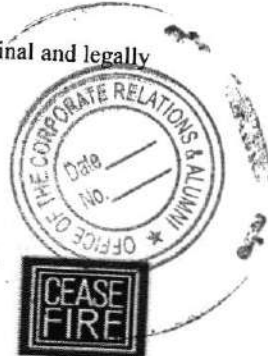
11.3) Where after deducting the said payments from your dues if any amount still left to be paid by you to the Company then you shall pay such recoverable amount to the Company immediately on demand failing which the company shall take an action, both legal or otherwise, as it may deem fit to recover the said amount.

12) **PSP Norms/KRA Criteria:** As an organization, we believe in providing continuous support to the employees during induction period, handholding period and subsequent months. This support will be provided through a Performance Support Program (PSP) from first month of your joining. You will be required to fulfill KRA criteria as defined in PSP clause which are a combination of both qualitative and quantitative norms. For further details of the policy, you may refer to the PSP policy as available on HR portal.

13) **Termination on account of Misconduct or breach of any Service Conditions:**

13.1) The decision of the Company with regard to extension of Probation, Confirmation or Termination shall be final and legally binding on you.

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13.2) If at any time in the opinion of the Company, which shall be final, you are found guilty on any of the grounds mentioned herein below the company may terminate your services immediately "for cause", the grounds for which are defined below. In the case of termination for cause, Company shall have no obligation to you for salary, bonus, or other compensation or any other form of benefits under this agreement. Company must give actual notice to Employee of termination for cause but may deliver said notice by any manner or in writing. The Employee shall be dismissed with immediate effect under the following conditions:

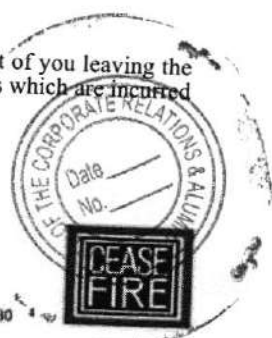
- a) Dishonesty in carrying out duties or deliberate commission of a crime against the Company.
 - b) Intentionally causing the Company to suffer damage.
 - c) Negligence, causing the Company to suffer serious damage.
 - d) Violation of the work rules and regulations or the Company's lawful and legitimate regulations or orders, where the Company had already issued a written warning, except that in serious cases the Company need not issue such a warning. A letter of warning shall be enforceable for not more than one year calculated from the date on which the employee committed the offence.
 - e) In the event of the employee remaining absent from the duty for a continuous period of three days or more without taking prior written approval from reporting Manager, the company reserves the right to terminate the services without giving any notice in writing and the name shall be removed from the muster roll of the company.
 - f) Imprisonment under a final judgment ordering imprisonment by any appropriate court of law.
 - g) Any conduct unbecoming of status and post, you hold.
 - h) Violation of any terms of this letter of appointment.
 - i) Fraud, theft or gross malfeasance on the part of the Employee, including, without limitation, conduct of a felonious or criminal nature, conduct involving moral turpitude, embezzlement or misappropriation of Company's assets.
 - j) The habitual use of drugs or intoxicants.
 - k) Violation by the Employee of his obligations to the Company, including, without limitation, conduct which is inconsistent with the Employee's position and which results or is reasonably likely to result (in the opinion of the Company) in an adverse effect (financial or otherwise) on the business or reputation of the Company or any of its subsidiaries, divisions, or affiliates.
 - l) Repeated violation by the Employee of any of the written work rules or written policies of the Company after written notice of violation from the Company.
- 14) **Bonus:** You shall be entitled for the Bonus as declared by the Company every year as per the Payment of Bonus Act.
- 15) **Gratuity:** You shall be entitled to payment of Gratuity as per the Provisions of the Payment of the Gratuity Act, 1972.
- 16) **Unauthorized Absence:** If you are absent from work for a period of more than 3 days, company may take action as deemed fit for any such unauthorized absence.
- 17) **Notice Period:** As per company policy, any existing Confirmed employee/ resigned employee will be required to serve stipulated notice period as per the table below:-

Notice period	Levels covered for Sales staff	Levels covered for Support staff
One month notice period	Frontline Business Development profile till Sr. Branch Manager level/ HOL level	All employees till Manager level
Three month's notice period	Assistant Regional Manager (ARM) & above level	All Senior Manager & above level

18) Termination / Separation:

18.1) You shall not leave the employment before the period of 6 months from the date of joining. In the event of you leaving the service prior to the said period, you are liable to pay an amount of Rs.7500/- to the company as training expenses which are incurred by the company towards imparting of training and orientation.

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18.2) Your employment shall at any time be liable for termination for unsatisfactory performance, committing breach of any service conditions, misconducts such as irregular attendance, unauthorized absence, misbehavior or any unworthy acts like theft, misappropriation/fraud, dishonesty, immorality, conviction, falsification of documents/records or information etc. In any such event, company can terminate your employment with immediate effect and will not be liable to pay for un-served notice period.

18.3) Your services can also be terminated by the company for any reason, not specified above, by giving you one month/three month notice (as applicable as per Notice period clause 17) or basic salary in lieu of the notice period based on the discretion of the management.

18.4) Once you are confirmed, you may resign at your free will at any time by giving stipulated notice period in writing. If you decide to separate from company without notice or prior to completion of notice period as mentioned in Clause 17, you shall pay the company an amount equal to basic salary for un-served notice period.

18.5) In the event if termination of employment by notice is at your instance, the Company at its sole discretion reserves the right to wave off your notice period, either in full or part, and relieve you on any date during the notice period without paying any amount towards the balance notice period.

19) Restrictions for representing Company after relinquishment of service:

19.1) You shall not anywhere at any time after relinquishment of your services/employment either personally or through your agents, friends or relatives directly or indirectly represent yourself as being connected or interested in any way in the business of the Company.

19.2) You, in event of leaving the employment of the company, shall not for a period of 12 months from the date of such relinquishment enter in to the business identical to or competitive in nature to the business of the company. In event of you violating the said terms the company shall be entitled to initiate / press criminal proceedings, charges for recovery of the entire business losses suffered by the company, at present & in future, as the damages from you which you acknowledge and accept.

20) **Retirement:** You shall automatically retire from the services of the Company on your completing the age of 58 Years or earlier if found medically unfit/unsound for the job assigned to you at the sole discretion of the Company. The age or date of birth as given by you in your Bio-data supported with birth certificate / Application of Provident Fund Record shall be identical and be treated as final and binding on you by the Company. The Company may at its sole discretion extend the period of employment beyond the age of superannuation on such terms and conditions as mentioned in company's retirement policy.

21) Handing over of Company's Property at the time of separation:

21.1) In the event of separation for any reason whatsoever, you must return back all the Company's Property & Stationery including Identity card, visiting cards of self and of customers collected during the tenure of your service, all the details and records of customers as maintained by you, laptops(if issued), Mobile COCP SIM card (if issued), landline phones(if issued) without prejudice to the generality of the foregoing all correspondence, manuals, records, orders, letters, notes, notebooks, reports, programs, proposals and any documents and copies concerning the Company's customers or concerning products used by the Company and other materials of whatever nature in your possession or custody or under your control, as well as equipment, if any, given to you by company at the time of joining/during the course of your employment for use in performance of your duties and all other documents or material containing or constituting Confidential Information or trade secrets. In the event of you violating the said terms it will be viewed as breach of clause of this agreement and the Company shall be entitled to press criminal charges for recovery of the entire business losses suffered by them at present & in future as the damage from you which you acknowledge and accept.

21.2) You shall, in addition to the General service Conditions as specifically stated herein above be governed by other rules, regulations, practices, systems, procedures & policies as are in force or may be added, altered, modified or omitted / deleted by the Company from time to time.

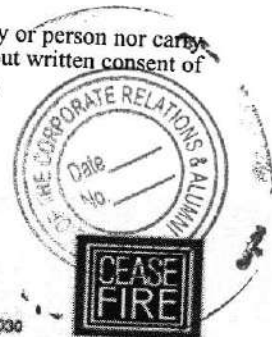
22) **Indemnity:** You shall indemnify the company for all the losses caused to the company, which shall be recoverable from you and/or the guarantors.

23) **Jurisdiction:** That it is agreed by both parties (Employee and Company) that only the Delhi/ New Delhi Courts shall have the exclusive jurisdiction in respect of any matter, claim or dispute arising out of or in any way, relating to this letter.

24) **Exclusive Service:** While in the employment of the Company, you will not work for any other Company or person nor carry any material or sample for promotion of any other except the Company or making or selling the products without written consent of the Company.



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[CIN No. U29193MH2002PTC136108]



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

We congratulate you on your appointment and wish you a long and successful career with us and assure you of our support for your professional development and growth.

FOR CEASEFIRE INDUSTRIES PRIVATE LIMITED


PAWAN ARORA
DIRECTOR

Encl:- Annexure A

msd



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[CIN No. U29193MH2002PTC136108]

Annexure A
SALARY STRUCTURE

NAME: VIKAS PANDIT
DESIGNATION: MANAGER - BUSINESS DEVELOPMENT
LOCATION: JALANDHAR
DOJ: 10-May-2021

Particular	Amounts(Rs.)
Fixed Component	
Basic	15001
House Rent Allowance	5565
Advance Statuary Bonus	2091
Sub Total A	22657
Reimbursement	
Sub Total B	0
Variable Component	
Monthly Performance Linked Reimbursement *	6294
Performance Linked Reimbursement **	10490
Sub Total B1	16784
Annual/Retirement/Statutory Components	
Provident Fund	1800
Gratuity ****	721
Sub Total C	2521
Total Salary Package (A+B+B1+C)	41962
Total Salary Package Per Annum	503544

Deductions	Monthly TH	Annual TH
Provident Fund	1800	21600
Employee Welfare Trust	150	1800
Total	1950	23400
Total TH	27001	349104

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

*Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

**Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance.

***Ex-Gratia / Statutory Bonus : Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.



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[CIN No. U29193MH2002PTC136108]



Note:-All taxes are applicable as per law.

With Best Wishes

FOR CEASEFIRE INDUSTRIES PRIVATE LIMITED



PAWAN ARORA
DIRECTOR



Acceptance:- I have read and understood the terms & conditions governing my services/employment with the organization and the same are acceptable to me in totality.

Signature:

Place:



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[CIN No. U29193MH2002PTC136168]

2



GOVERNMENT OF PUNJAB
NATIONAL HEALTH MISSION
DEPARTMENT OF HEALTH & FAMILY WELFARE



5TH FLOOR, PRAYAAS BUILDING, DAKSHIN MARG, SECTOR 38-B,
CHANDIGARH-160036

No. 0172-4012011-13, 4012030 (Telefax)

No. NHM PH/MHR/14

Dated: 30.5.14

Appointment Letter

To

Aarush Bhalla
S/o Sh. Sunil Bhalla

Subject:

Offer as BCC Facilitator under National Health Mission, Punjab.

Reference your application on the subject noted above.

You are hereby given the offer of appointment as BCC Facilitator under National Health Mission, Punjab on contractual basis on the consolidated remuneration of Rs. 13,000/- per month initially upto 31.03.2015 and posted at District Amritsar on following terms & conditions:

- 1 The appointment will be purely on contract basis on a consolidated remuneration.
- 2 The offer of appointment shall initially be upto 31.03.2015 or such other period as determined by the Mission Director NHM Punjab.
- 3 The contract period would be extendable depending on factors like workload, work requirement, requirement of the post; work & conduct of employee or desirability of continuing the post in the Department etc by the Mission Director, NHM Punjab.
- 4 Services of the employee are liable to be discontinued on issuing 7 days notice from the Department, in case there is no requirement of the post, or due to reasons like rationalization of manpower vis a vis availability of work in the Department. Employees are liable to be transferred on grounds of rationalization of manpower keeping in view the availability of Human Resources in particular facilities or areas.
- 5 However for reasons like gross indiscipline, unauthorized absence/leave from duty, misconduct, inefficiency in work as per Appraisal System, or otherwise the services of employees shall be liable for termination at any time during the currency of the contract period by giving 7 days' notice to the employee.
- 6 Services of employees can also be terminated by Mission Director on purely administrative grounds or any other ground prejudicial to the interest of the Department by giving 7 days notice.
- 7 In case the employee intends to resign from the post, he/she will have to give one month resignation notice in advance or deposit one month's salary with NHM in lieu of one month notice or salary for the period by which it falls short of one month.
- 8 If any information/ declaration/ documents furnished by the employee to the Department in connection with his/her appointment on contract basis is found to be false or incorrect at any point of time, his/her contract will be revoked forthwith.
- 9 Terms & conditions of appointment & salary of the contractual assignment are liable to change as per guidelines/directions issued by Mission Director/ State Health Society/ State Government or Government of India from time to time & will be applicable accordingly.



msd

Cognizant

Ref No: 12901185

28-Jan-2019

Sabnam Mangla

Dear Sabnam,

In continuation to our discussions, we are pleased to offer you the role of **Process Executive - Voice** in **Cognizant Technology Solutions India Private Limited**.

You are entitled to an Annual Gross Compensation (AGC) of [REDACTED]. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Gurgaon**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **01-Feb-2019**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours Sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bathavanda

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:





Ref: 815374/1898431/Permt

Date: 29th June, 2021

Jyoti
Jharer Yol-Jharer Shahpur, Kangra
Himachal Pradesh - 176208
Phone No: 9878127756

Subject - Offer of Appointment

Dear Jyoti,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Technical Support** on U1 band, operating out of our **Chandigarh** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 200000 (Rupees Two Lakhs Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **30th June, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Riyanka** at **09:30 AM** to complete the joining formalities at **Tech Mahindra Limited, Plot No.23, Chandigarh Technology Park, Phase-II, Kishangarh, Chandigarh**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Riyanka** latest by **30th June, 2021**.



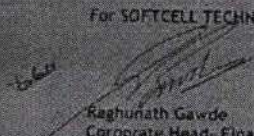


TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Akshay Kumar, Emp Id-0001858, was working with our organization from 29th May 2017 to 18th September 2018 and was designated as "Technical Support Trainee" in our Huda office.

During his tenure in our organization, we found him to be sincere and hardworking. We wish him all the very best in his future endeavors.

For SOFTCELL TECHNOLOGIES LIMITED


Raghunath Gawde
Corporate Head- Finance & HR

18th Sept 2018

softcelltechnologieslimited 303b wing commercial 1 lohiniporecity Airodroad kurafal mumbai 400029
t: 022 6600 6700 info@softcell.com www.softcelltechnologies.com



दैनिक भास्कर

SERVICE AGREEMENT

THIS AGREEMENT MADE ON 16-AUG-2018, between M/s DB Digital, having its Registered Office at DB Corp Ltd, Plot No.280, Sarkhej - Gandhinagar Highway, Near YMCA Club, Makarba, Ahmedabad(Gujarat), hereinafter referred to as the "Company" of the first part and Mr. Rajesh Kumar residing at Ward No 5, Village Bharolian Khurd, Post Office Una, Tehsil Una,, Una hereinafter called Mr. Kumar of the Second part.

WHEREAS the Company desires to engage Mr. Rajesh Kumar and WHEREAS Mr. Kumar expressed that he would like to offer his services on contract rather than by way of regular employment, and WHEREAS both the Company and Mr. Kumar have considered expedient that the terms and conditions of the contract of engaging services of Mr. Kumar with the company should be reduced in writing and incorporated in this contract.

NOW, THEREFORE, THIS AGREEMENT WITNESSETH and the Parties here into agree as follows:

1. That Mr. Kumar shall serve the company from date he reports for duty at Chandigarh i.e. 16-AUG-2018 till 15-AUG-2021.
2. Mr. Kumar shall be designated as Chief Sub Editor, Editorial Division: DB Digital, and the Company shall have the discretion to redesignate him according to the Company's requirements. He shall carry out such duties and responsibilities as may be assigned to him by the Company from time to time.
3. The Total CTC of Mr. Kumar is Rs. 400000/- (Rupees Four Lakh only), as detailed in Annexure hereto.
4. The Company shall have the right to transfer Mr. Kumar from one function/department to another and from one shift to another shift in the same function/department or any other function/department, or from one location to another location of the company or to also its Associate Companies (whether existing or subsequently acquired/started), as required by the exigencies of the Company's business, at the discretion of the Company and he will do such work, which will be assigned, to him from time to time.
5. The Company shall have the right to, temporarily or permanently, to Mr. Kumar, work relating to any of the Company's group companies, as required, without any additional remuneration.
6. Mr. Kumar shall work honestly and exclusively for and in the interest of the Company. He shall not take part time employment or engage in any other work, business, occupation, or consultation of any kind whatsoever and shall not divulge any secrets connected with the trade, business, process of the Company or part with any other information that is

Manoj

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AI DUAL CAMERA

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7

ज्ञापांक-211/आयोग

बिहार पुलिस अवर सेवा आयोग,

संतोष मैन्शन, बी0 ब्लॉक, आर0पी0एस0 विधि महाविद्यालय के निकट,
रघुनाथ पथ, पटना - 801503

दिनांक-09.03.2019

सेवा में,

3110010784

KUMARI ALKA SINHA

D/O ARVIND KUMAR SINHA

96 05 JAMSARI JAMSARI, NALANDA, BIHAR-803107



विषय:- आयोग की विज्ञापन संख्या-01/2017 के अंतर्गत पुलिस अवर निरीक्षक पद की रिक्तियों के विरुद्ध अंतिम रूप से चयनित किये जाने के सम्बन्ध में ।

उपर्युक्त विषय के सम्बन्ध में सूचित किया जाता है कि विज्ञापन संख्या-01/2017 के अन्तर्गत पुलिस अवर निरीक्षक पद की रिक्तियों के विरुद्ध अंतिम रूप से आपका चयन किया गया है ।

तदनुसार आप पुलिस महानिदेशक, बिहार, पटना के कार्यालय में अपने सभी मूल प्रमाण-पत्रों, पासपोर्ट साईज के 3 (तीन) अद्यतन फोटोग्राफ एवं वैध फोटोयुक्त पहचान-पत्र के साथ दिनांक-25.03.2019 से 25.04.2019 के बीच निश्चित रूप से उपस्थित होकर अपना योगदान दें ।

Ashw. Prasad.



18



Date: 19/10/2020

Subject line: Offer of Employment: - Sales Associate

Dear Gurkaran Singh,

On behalf of the entire organization, I'd like to say that it brings me great pleasure to formally offer you the position of **Sales Associate** at **Learning Routes Pvt. Ltd.**

A huge congratulation to you!

You will receive an annualized salary of **CTC Rs.5.37 LPA (Five Lakh Thirty Seven Thousand Per Annum Only) (Rs.25, 000/- fixed salary per month)**. Increment of Rs.3000/- to be given during confirmation, based on the performance. The breakup of the CTC would be mentioned on the appointment letter which would be asked to sign on the date of joining. Payment occurs on a monthly basis, on 1st week of the consecutive month.

Job Location – Mohali

Your expected starting date is **26th October 2020**

This offer is valid until **22/10/2020**. To accept the offer, you need to share the below list of documents in the soft copies through email. Your appointment letter is Subject to verification and background check from your previous organization.

List of Documents Required:

- Mark sheets / Degree certificate of your highest qualification
- Address proof
- Pan Card
- 2 Passport size latest photographs
- Experience Letter of last company (if Applicable)

We look forward to welcoming you to the Learning Routes team.

If you have any questions or need additional information, please don't hesitate to contact me by email or phone.

Best Regards,
Ishita Mahajan
Sr. Human Resource Manager
+91 9646447750



9

Justdial™

Ishpreet Kaur
Chandigarh

Dear Ishpreet,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant**, in **G12** on the following terms and conditions:

Your Employee Code is **10069505**.

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **22-10-2018** and your place of posting is **Chandigarh**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 273000 (Two lakh seventy three thousand only)**.

The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.18000 /-p.m.	108000
2	Revised Salary - After Six Months*	Rs.21000 /-p.m.	126000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	18000	18000
4	End of 12 Months - One month Salary	21000	21000
	Total CTC per annum		273000

* **Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the **end of 6 months** and **12 months** after successful completion of probation in writing.

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.



msd

Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

Inventions and Patents

All inventions, creations, developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.



Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

In case of absconding or unauthorized absence from work or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the company.

Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh



Tanu

Annexure:-
Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ishpreet Kaur	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	22-10-2018	
CTC	273000/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	5400	6300
House Rent Allowance (HRA)	3240	3780
Departmental Allowance	2250	2625
Desk Allowance	2250	2625
Personal Allowance	1994	2326
Salary (C1)	15134	17656
Statutory Components		
Employer PF Contribution	648	648
Employer ESIC Contribution	719	839
Benifits(c2)	1367	1595
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	0	0
Statutory Bonus	1499	1749
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	18000	21000
Deductions		
Employee PF Contribution	648	756
Employee ESIC Contribution	265	309
Total Deductions (b)	913	1065
Net Take Home {a - b - C2}	15720	18340
Total CTC	18000	21000

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh



CONGRUEX ASIA-PACIFIC LLP**OFFER LETTER**

January 8, 2020

Dear Prashant Veer,
64/200, Shastri Nagar, Batala-143505

Congratulations on being selected for the below mentioned position at **Congruex Asia-Pacific LLP**.

Title- Engineer I
Employee Code- CCAP10585
Tier- 1

We are pleased to extend an Offer of a total compensation of up to **Rs. 310000/- (Three Lakh Ten Thousand Rupees Only) (CTC)** per annum subject to applicable statutory deductions such as tax deducted at source and/ or contractual deduction(s) and as per the terms of your employment contract. Please note that your target total annual consolidated salary is comprised of two components:

- Base Component: An amount of **Rs. 250000/-** out of the total **CTC (i.e. Rs. 310000/-)** will be paid to you in twelve (12) equal installments on a monthly basis; and
- Variable Component: You will be eligible to receive up to Rs 60,000/- towards 'day shift allowance' and/or 'night shift allowance' and the actual amount will be determined based on the actual number of 'day shifts' or 'night shifts' you work in a year.

It is hereby clarified that the number of day/night shifts that you will be required to work in a year will solely depend on the business requirements of the Company, which may vary from time to time. Detailed break-up of your salary will be provided in the Appointment Letter / Employment Agreement, which you shall be expected to execute at the time of your joining or earlier. This offer is subject to the below mentioned terms and conditions:

1. Subject to the discretion of the Company to transfer you at some other place in India and/or overseas, you will be initially based at our Corporate Office location at **Zone A, 12th Floor, Landmark Plaza, Plot A-40, Industrial Focal Point, Phase VIII-B, SEZ, Mohali-160059, Punjab**. Your employment will commence on **February 27, 2020**.
2. You will be on a probation period of 3 (three) months including 3 (three) months of extensive on the job training. On satisfactory completion of the probation period, your services will be confirmed through a written communication. In case your performance is not found satisfactory, then unless terminated, your probation period may be extended for a suitable period at the sole discretion of the Management.
3. This Offer is subject to your clearance of the Pre-Employment background and reference check. Please submit a copy of your resignation letter duly accepted by your present employer within 3 (three) working days of receipt of this offer letter. Please note that your services may be terminated at any time, including after confirmation, in case any information provided by you is found to be false, wrong and/or incomplete and/or background check reveals information based on which you may found to be unsuitable to work for the Company.
4. Please indicate your acceptance of our employment offer by signing and returning a copy of this Offer Letter and all the documents, mentioned below, within 2 (two) working days of receipt of this Offer Letter or period

Page 1 of 4



Doc No: OL/HR/1/2020

mentioned in clause 7 herein, whichever is earlier on the day of your joining, the Company will provide you with a detailed Appointment Letter / Employment Agreement for your execution.

5. In addition to the compensation as mentioned hereinabove, you are also entitled to receive the following additional benefits (subject to applicability of statutory deductions, if any), subject to your eligibility/ entitlement:
- You may be provided with Accidental death/disability coverage as per the Company policy and/ or subject to applicable laws.
 - You may also be provided medical insurance coverage for yourself, spouse and children as per the Company policy.
6. Please send us a self-certified soft copy of the below listed documents along with the acceptance of this Offer at least within 2 (two) working days prior to day/date of joining, you need to bring a complete set of all documents with originals on your joining day.
- Updated Resume
 - Color PIC in jpg format (1 along with the soft copy of signed offer letter) and (6 physical copies at the time of your joining)
 - Aadhar Card and PAN Card (Color copy mandatory)
 - All education documents (10th, 12th, Diploma, Graduation & Postgraduation – As applicable)
 - Appointment Letter (Existing employer) **only for experienced candidate.**
 - Copy of Resignation with acknowledgement (Existing employer) **only for experienced candidate.**
 - Last 3 months salary slip (Existing/Last Employer as applicable) **only for experienced candidate.**
 - All experience Letter from previous employers. **only for experienced candidate.**
 - Duly filled CCAP Hiring Form (Only Tab-1).
 - Duly filled candidate declaration form. **only for experienced candidate.**

Relevant terms of this Offer Letter will constitute part of your Employment Agreement/ Appointment Letter. We look forward to you being a part of the team at the earliest.

Sincerely,

CONGRUEX ASIA-PACIFIC LLP




Shivani Passi

Sr. Manager-Human Resources



Salary Annexure

The salary structure is very competitive and rewards high and quality performance.

Salary Package Details (Break-Up)		
Name	Prashant Veer	
Title	Engineer I	
CCAP ID	CCAP10585	
Tier Level	1	
Base Components	Per Month (INR)	Per Annum (INR)
Basic Salary	₹ 10,417	₹ 124,998
House Rent Allowance	₹ 4,167	₹ 49,999
Leave Travel Allowance	₹ 868	₹ 10,417
Medical Expense Reimbursement (Annualized)	₹ 1,250	₹ 15,000
Transport Allowance	₹ 1,600	₹ 19,200
Special Allowance	₹ 746	₹ 8,954
Employer's Contribution to Provident Fund ¹	₹ 1,786	₹ 21,428
Total Sum of Base Components	₹ 20,833	₹ 250,000
Variable Component Night Shift Allowance ²	Up to ₹60,000	
Variable Component Day Shift Allowance ³		
Total CTC⁴	₹ 25,833	₹ 310,000
Deductions	Per Month (INR)	Per Annum (INR)
Employee's Contribution to Provident Fund	₹ 1,786	₹ 21,428
Professional Tax	₹ 200	₹ 2,400
Labor Welfare Fund	₹ 5	₹ 60

¹ **Employer's Contribution to Provident Fund** – This will not be paid to you in cash and will be directly deposited into your PF account with the Employees Provident Fund Department.

² **Night Shift Allowance** - Rs.500/- (Five hundred rupees only) for each full working business night, and will be paid to you, only if you are required to work in the night shift.

³ **Day Shift Allowance** - Rs.150/- (One hundred and fifty) provided for each full working business day shift.

⁴ **CTC** - Total CTC payable to you will vary based on Variable Components earned in a year.

Sincerely,

For Congruex Asia-Pacific LLP, Mohali




Shivani Passi

Sr. Manager-Human Resources




Doc No: OL/HR/1/2020

Declaration

I have read, understood and accepted the terms and conditions of the Offer Letter dated _____ issued to me.

Signature:

Date:

Full Name:





ਆਈ. ਕੇ. ਗੁਜਰਾਲ ਪੰਜਾਬ ਟੈਕਨੀਕਲ ਯੂਨੀਵਰਸਿਟੀ ਜਲੰਧਰ, ਕਪੂਰਥਲਾ
I. K. GUJRAL PUNJAB TECHNICAL UNIVERSITY JALANDHAR, KAPURTHALA

ਰਜਿਸਟਰਾਰ ਦਫ਼ਤਰ
OFFICE OF REGISTRAR

Ref. No. IKGPTU/REG/

4959

Dated 09/01/19

Geeta Verma D/o Sh. Yodh Raj Verma
N.E. 87, Purian Mohalla,
Near Khingra Gate,
Jalandhar City

Sub.: Offer of Assistant Professor in the discipline of Journalism and Mass Communication for Open and Distance Learning (purely on hourly basis) as Guest Faculty.

This is with reference to your application in response to Advt. No. IKGPTU/18/12/02 followed by Personal Interview held on 17/12/2018.

I am pleased to inform you that with reference to your walk-in interview, you have been Empanelled as Guest Faculty (Hourly Basis) for Academic Session January to June – 2019. This offer is for initially 06 months and can be further extended as per load and requirement of IKGPTU and also subject to your performance and recommendations by concerned Head of Department. You will be paid an honorarium @ Rs. 750/- (Seven Hundred Fifty Only) per hour with a monthly ceiling limit of Rs. 50000/- (Fifty thousand only).

1. The appointment as Guest Faculty (purely on hourly basis) will be for a period of one semester or till the regular incumbent joins the Institute **whichever is earlier** and extendable as per load and requirement of IKGPTU and also subject to your performance and recommendations by concerned Head of Department.
2. The appointment as Guest Faculty can be terminated by the IKGPTU, without assigning any reason.
3. In case the Guest Faculty wishes to leave the assignment he/she will have to give one month's notice.
4. The performance of the Guest Faculty will be monitored after every month and if found unsatisfactory, appointment as Guest Faculty can be terminated.
5. The Guest Faculty shall take full teaching load (PCP), Partial Classes as prescribed in the curriculum of ODL and other Academics & Administrative load as assigned by IKGPTU.
6. The Guest Faculty shall not be entitled to provident fund, pension, gratuity, medical attendance / treatment or any other benefits available to the University's regular faculty.

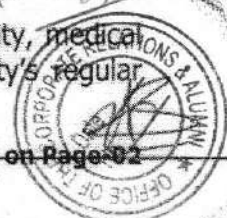
"Propelling Punjab to a prosperous Knowledge Society"

Contd. on Page 02

I.K. Gujral Punjab Technical University

Jalandha: Kapurthala Highway, Kapurthala-144603. Ph. : 01822-662521, 662525

Fax : 01822-662526, 662506 Website : www.ptu.ac.in Email : registrar@ptu.ac.in



7. The Guest Faculty will not entitle him / her any right or claim for regular appointment to the post.
8. In addition, the Guest Faculty may be assigned the work of evaluation of Class Assignment/Home Assignment/Sessional/Drawing/Laboratory Works/Class Tests/End Semester Examination/ Evaluation Work/ Industrial Visits/ Student-Faculty Advisor/ Co-ordinator Training & Placement/ Inter-college Tournaments and Cultural Activities etc. or any other associated works assigned by the Head of the Department or the Competent Authority.
9. The Guest Faculty shall submit an undertaking on Affidavit of Rs. 10 stamp paper stating that he/she understands and accepts all the terms and conditions of the appointment offer as Guest Faculty that this assignment as Guest Faculty is purely temporary in nature and that he/she will have no right to claim for the absorption into a regular appointment to the post.

The appointment as Guest Faculty will be further subject to the production of Self-attested photo, photocopies of Certificates regarding educational/professional qualification & experience, caste (if applicable), Date of birth proof etc. and production of original documents for verification at the time of joining.

You are requested to join IKGPTU, Kapurthala immediately but not later than 21st January, 2019 failing which the offer to the said offer will stand cancelled.

This issues with the approval of the competent authority.

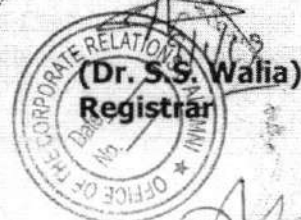


(Dr. S.S. Walia)
Registrar

Endst. No. IKGPTU/REG/ 4960-4964

Dated: 09/01/19

1. Incharge Secretariat, O/o Vice Chancellor: For kind information of VC
2. Director/ Incharge (Main campus and constituent campuses) & Director -ODL
3. Dy. Registrar (HRM): For Personal file of concerned
4. Dy. Registrar (HRD)
5. Dy. Controller (Finance & Accounts)





Date: 07-Nov-2019

Mr. Tapasya Bahl
Jalandhar

Dear Tapasya,

Subsequent to your interview, we are pleased to offer you the position of "Sales Consultant" in "Pearson India Education Services Private Limited". This assignment is purely a contractual assignment for a period of six months effective from your date of joining, i. e. from 13-Nov-2019 to 12-May-2020.

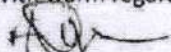
As per the terms discussed, a formal Appointment Letter will be issued on furnishing the details mentioned below:

- 4 Passport size photographs.
- One Stamp size Photograph.
- Personal data Sheet
- PF nomination form
- ESIC Form (1 post card size family Photos).
- Photo Identification (Driving License, Passport, Pan Card, Voters ID, AADHAR).
- Address Proof (Ration Card/ Electricity Bill/ Telephone Bill/ Passport/ Bank Statement).
- Proof of Age (Birth Certificate/ School Leaving Certificate/ Passport).
- Self Attested Certificates of Last Educational Qualifications
- 2 references with telephone and e-mail contact.

Please note that the above-mentioned documents should be submitted on or before the date of joining.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With warm regards,



Authorized Signatory

I hereby accept the above mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Version No: 1.0

Classification: Confidential

Pay Asia Management Pvt Ltd

Leela Landmark I # 07 I Second Floor I 3rd Main I 1st Cross I Ashwini Layout
Ejipura I Bangalore 560047 Tel. : 080-6788 4600, email : helpdesk@paybharat.in
CIN : U85300KA2008PTC046675 www.payasia.asia



Annexure: I

Name : Tapasya Bahl
Designation : Sales Consultant
Location : Jalandhar
Start date : 13-Nov-2019
End date : 12-May-2020

Description	Amt
Basic	12686
HRA	5074
Other Allowance	4905
Statutory Bonus	1057
Gross Salary	23722
Add: Employer Contributions	
PF	1522
PF Admin	127
Total	1649
CTC	25371
Less: Employee Contributions	
PF	1522
PT	200
Total	1722
Net Take Home	22000

During the period of this fixed contract, you will be eligible to claim local conveyance up to Rs.5,000/- per month and mobile reimbursement Rs.299/- plus tax through our client's Reimbursement claim system subject to actual bills being submitted and approved by the designated manager by the Client "Pearson India Education Services Private Limited"

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Version No: 1.0

Classification: Confidential

Pay Asia Management Pvt Ltd

Leela Landmark I # 07 I Second Floor I 3rd Main I 1st Cross I Ashwini Layout
Ejipura I Bangalore 560047 Tel. : 080-6788 4600, email : helpdesk@paybharat.in
CIN : U85300KA2008PTC046675 www.payasia.asia





You will be eligible for coverage under the Group Medical Insurance and Personal Accident Insurance. Your entitlements under the below scheme will be governed by Company policy. The mentioned premium amount will be deducted from your salary.

Yearly Premium Details				
GMC Medical Insurance		GPA Medical Insurance		
Sum Insured	GMC Premium INR	GPA Sum Insured	GPA Premium INR	Total Premium INR
200,000	2095.48	100,000	50	2145.48

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Version No: 1.0

Classification: Confidential



Pay Asia Management Pvt Ltd

Leela Landmark I # 07 I Second Floor I 3rd Main I 1st Cross I Ashwini Layout
Ejipura I Bangalore 560047 Tel. : 080-6788 4600, email : helpdesk@paybharat.in
CIN : U85300KA2008PTC046675 www.payasia.asia



PRIVATE AND CONFIDENTIAL

Reference No. - 1383893032

Applicant ID - 3763304

06-Aug-2019

Shiwanshi Sharma

Dear Shiwanshi,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : prateek.malhotra@icicibank.com

Telephone No. :

Yours sincerely,

Prateek Malhotra

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.





PRIVATE AND CONFIDENTIAL

Reference No. - 1383893032

Applicant ID - 3763304

06-Aug-2019

Shiwanshi Sharma

Dear Shiwanshi,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at VARANASI - GADOWLIA_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 21-Aug-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.





Reference No. - 1383893032

Shiwanshi Sharma

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383893032

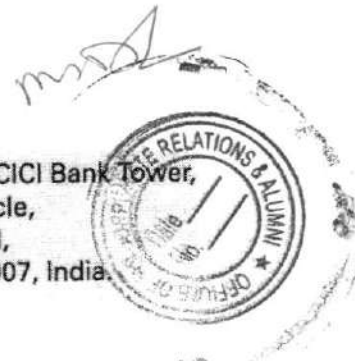
Shiwanshi Sharma

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1383893032

Shiwanshi Sharma

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

NEHA SHARMA
ZONAL RECRUITMENT HEAD

Digitally signed by NEHA SHARMA
Date: 2019.08.06 13:27:23 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383893032

Shiwanshi Sharma

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,62,000/- (Rupees One Lakh Sixty Two Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383893032

Shiwanshi Sharma

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

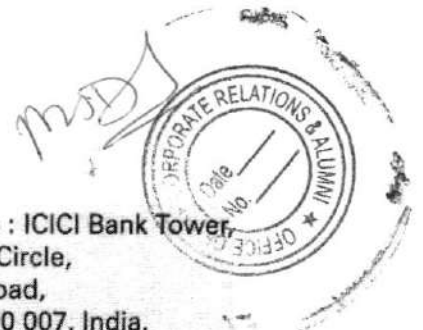
Digitally signed by NEHA SHARMA
Date: 2019.08.06 13:27:24 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

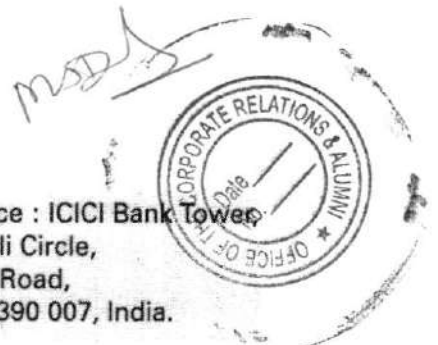
- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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Vadodara 390 007, India.



Remuneration Details
Name : Shiwanshi Sharma

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 06-Aug-2019

Digitally signed by NEHA SHARMA

Date: 2019.08.06 13:27:24 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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12th March, 2019

Sub: Offer of employment by Pin Click

Dear Abhijit,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 7th June, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

ANNEXURE - A			
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Abhijit singh	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	7 th June,2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training			

3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.
- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
 - TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

18

You're running low on storage space. Try [freeing up space](#) or [purchasing additional storage](#).

Gmail

decathlon sports result

Compose

487
47
1,221

Meet

New meeting
Join a meeting

Hangouts

Hangouts

No recent chats
Start a new one

Fwd: Result of Decathlon Campus placement drive

Navdeepak Sandhu <placements.plug@gmail.com>
to me

Mon, 20 Aug 2018, 11:04

Forwarded message

From: Uzain ZAHOR <uzain.zahor@decathlon.com>
Date: Sun, Aug 19, 2018 at 10:42 PM
Subject: Result of Decathlon Campus placement drive
To: Navdeepak.plug@gmail.com, placements.plug@gmail.com

Dear Sir,

We are glad to inform you that the following students have been selected for live our life program at Decathlon Sports India:

1. Aakash Rai, Amritsar store (immediate joining)
2. Damanpreet Kaur, MBA PTU main campus (January 2019 joining)
3. Shafiq Rana, MBA PTU main campus (January 2019 joining)

Thank you so much for hosting us.

Regards,

UZAIN

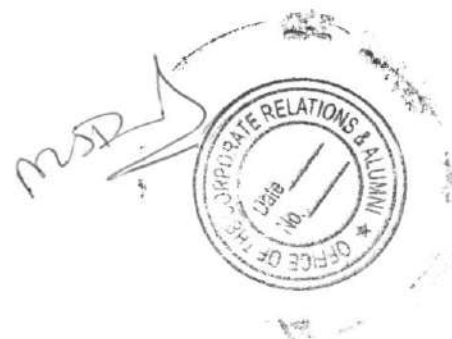
Warm regards,

Er. Navdeepak Sandhu

Deputy Director (CR & A) | I.K. Gujral Punjab Technical University | Jalandhar - Kaporthala Highway | Kaporthala | Cell: +919470090040 | Website: www.ptu.ac.in

Reply

Forward



19

You're out of storage space and will soon be unable to send or receive emails until you [free up space](#) or [purchase additional storage](#). Changes to your storage space may take up to 24 hours to update.

Gmail

Search mail

Compose

Inbox 370

Starred

Shrouded

Important

Sent

Drafts 47

Categories

Social 1,296

Meet

New meeting

Join a meeting

Hangouts

msender +

No recent chats
Start a new one

13 of many

Fwd: Infosys Ltd.- Final Selects

Nardeepak Sandhu
to me

Wed, 6 Oct, 14:05 (17 hours ago)

Forwarded message

From: Sarthak Sharma <sarthak.sharma02@infosys.com>

Date: Tue, Jan 20, 2020 at 3:15 PM

Subject: Infosys Ltd.- Final Selects

To: nardeepak.sdu@gmail.com <nardeepak.sdu@gmail.com>, Nardeepak Sandhu <placement.sdu@gmail.com>

Dear Professor,

Hearbest Congratulations!

We are pleased to inform, that there are 45 final selects.

Please find the list attached here with. Kindly share the result with the respective candidate.

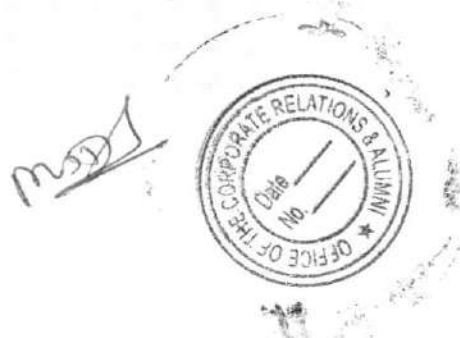
We are confident that your students will be able to make a significant contribution to the success of Infosys and we look forward to a long term relationship with your institute.

Once again, many thanks for all the warmth & support extended to us in conducting the process smoothly.

(Please Note :- This is a conditional offer, Infosys Eligibility has to be met by the candidate on completing the Degree as well.)

Thanks and Regards,
Sarthak Sharma
Talent Acquisition

Infosys
Navigate your next



CANDIDATE ID	CANDIDATE NAME	CANDIDATE EMAILID
12476410	Himanshi Bansal	himanshi4708@gmail.com
13320795	Harjeevan Singh	harjeevansingh01@gmail.co
13408681	Udaishya Parmar	udaishya.1@gmail.com
13551541	Damanpreet Kaur	dkaur4381@gmail.com
13762893	Ankit .	98ankit47@gmail.com
13763001	Bistu Kumar Saha	bistukumarsaha456@gmail.c
13763002	Manisha Bhaskar	shinabhaskar99@gmail.com
13763003	Vishal Kumar Ray	vkroy2272@gmail.com
13763007	Rohan Sharma	nanitsatyan@gmail.com
13763008	Garbhit Goel.	garbhit.goel@gmail.com
13763009	Bharat Narang	bharatnarang97@gmail.com
13763010	Mohnish Tiwari	jagnetoo@gmail.com
13763011	Manpreet Singh Mahal	mahalmanpreet3@gmail.com
13763012	Ankita Gupta	ankita.gupta1998@gmail.com
13763015	Akshay Anand	akshayanand46@gmail.com
13763017	Rishav Badhan	rb541998@gmail.com
13763018	Shilpa Jassal	jassalshilpa56@gmail.com
53020	Srishty .	srishty1510@gmail.com
13763022	Gursirat Singh Saini	gursiratsingh@gmail.com
13763023	Gaurav Bisht	gbisht94@gmail.com
13763024	Chetan Ghavri	ghavrichetan@gmail.com
13763026	Abhijit Kumar Boro	ghy98777@gmail.com
13763027	Harpreet Singh	harpreetaidhan.7@gmail.com
13763028	Manpreet Kaur	kaur67931@gmail.com
13763029	Mishanpreet Singh	mmmishan99@gmail.com
13763031	Sakshi Poddar	poddarsakshi0@gmail.com
13763032	Simran Kaur	ksimransahni@gmail.com
13763033	Vidushi .	viddugupta@gmail.com
13763035	Tanvir Singh	tanveerkhalsa@gmail.com
13763036	Riya Kumra	riyakumra2407@gmail.com
13763037	Prabhjot Singh	prabhjotsingh564@gmail.com
13763039	Manish Sharma	ms2811998@gmail.com
13763042	Harmeet Singh	harmeetsingh597@gmail.com
13763043	Govinda Kumar	govindag4all@gmail.com
13763045	Deepinder Kaur	deepinderkaur433.dr@gmail
13763046	Gurvir Singh Gahir	gaggygahir23@gmail.com
13763047	Kuldeep Lamba	kuldeeplamba88@gmail.com
13763048	Sumit Kumar Singh	rajputsumitsingh0707@gmail
13763049	Sudhakar Kashyap	sudhakarkashyap21@gmail.c
13763050	Sakshi Sehgal	sakseh26@gmail.com
13763051	Shreyansh Kaushik	am.shreyanshkaushik@gmai
13763052	Sourabh Saini	sourabh8113@gmail.com
13763053	Ravish Kumar Pandey	ravishpandey312@gmail.com
13763054	Hardik Goyal	hardik12goyal2@gmail.com
13763055	Arshvir Singh	a145arsh@gmail.com



msd



Ref: SIS/BO-CDG/SEC/2020-018

Date: 5 August 2020

To
Ms. Gurwinder Kaur
D/o Mohan Singh
Village: Rania
Distt. Gurdaspur (Punjab) 143519

SUBJECT: OFFER LETTER

Dear Gurwinder Kaur,

With reference to interview you had with us, we are pleased to offer you in the position of **Technical Assistant** in our organization on contractual basis upto **30 September 2020** (on the job training) from the date of your joining **5 August 2020** which may be extended or curtailed subject to your performance and management's decision.

Your place of posting will be under PTU Jalandhar Branch (PTU-Kapurthala). Your compensation package will be in according to the discussion on the subject.

You are required to submit your relevant documents as listed below at Branch office Jalandhar for the purpose of familiarization and induction briefing.

- ☐ Duly filled SIS recruitment application form.
- ☐ A clear copy of Aadhar card with updated full date of birth (DD/MM/YYYY).
- ☐ A clear copy of Bank account passbook / cheque leaf having IFSC CODE
- ☐ UAN NO. If Available
- ☐ ESIC If Available

Wishing you long and successful career with us.

Yours Sincerely,



For Security & Intelligence Services India Limited, Authorized Signatory



Saptadeep Sanyal <sanyalsapta181096@gmail.com>

FW: joining

Tribhuwan Singh <tribhuwan@sdsinstruments.com>
To: sanyalsapta181096@gmail.com

Thu, Sep 5, 2019 at 3:38 PM

From: Tribhuwan Singh <tribhuwan@sdsinstruments.com>
Sent: 03 September 2019 07:52
To: 'sanyalsapta181096@gmail.com' <sanyalsapta181096@gmail.com>
Cc: 'anand@sdsinstruments.com' <anand@sdsinstruments.com>; 'Saurabh' <saurabh@sdsinstruments.com>; 'abhishek@sdsinstruments.com' <abhishek@sdsinstruments.com>
Subject: joining

Dear Mr. Saptdeep Sanyal

Greetings from Scientific and Digital Systems !!

We are pleased to inform you that you have been selected for our Technical Support Division. Your joining date will be 9th September 2019. Kindly report at 10AM on 9th September 2019. Initially your accommodation for 3 days will be arranged by the company. In the mean time please search and arrange for your accommodation.

As discussed, your salary structure will be as follows

Salary : Rs. 25000/- per month

Security deduction from the salary : Rs. 1000/-per month

Birthday allowance : Rs. 2500/- per annum

Opportunity to earn upto Rs. 60,000/- in a year

Submit the following documents to the admin department on the day of joining.

- 4 passport size photo
- One copy of resume
- 10th, 12th, higher educational certificates
- PAN card copy
- Adhaar Copy
- Address proof
- Front page of the passbook where accounting details are mentioned
- Two references with contact details in Delhi
- Two reference with contact details in hometown

Also fill the attached excel sheet and send to us.

With regards



8/26/2021

Gmail - FW: joining

Tribhuwan Singh Bisht

Manager Operations

Cell : + 91 9999250265


SDS

Scientific and Digital Systems  

| IDA House, Sec - 4, R.K. Puram, New Delhi -110022, India | Phone: 00-91-11-26165355, 26170781| Ext:230

| Fax: 00-91-11-26196138 | email: tribhuwan@sdsinstruments.com | www.sdsinstruments.com |

Regional Presence: Bangalore | Ranchi | Agra

 **2. EMP DATA.xlsx**
11K



Ref: PSPL/HR/OFF/2020

Dated: 09.05.20

Mr. Suyajit Majumdar
Flat No. 403, Rajlaxmy Residency,
33 GT Road Scramapore, West Bengal

Dear Suyajit,

Further to our discussion, we are pleased to offer you the position of "Officer-Quality" on the terms and conditions that have been discussed and mutually agreed upon, at our factory/office located Paras Pvt. Ltd. Moga.

We would like you to join us on or before 11th May, 2020. In case you do not join within the stipulated time, offer stands withdrawn automatically.

Your initial posting shall be at Paras Spices Pvt. Ltd., Moga. The management may place, depute or transfer you temporarily or permanently to any unit/ department/ associate concern, subsidiary/ affiliate or otherwise, of the company (now or in the future), it may consider necessary at its discretion from time to time. In such event the terms and conditions governing your service shall be those applicable to the location of transfer or those applicable to employees of the associate, subsidiary or affiliate as the case may be.

All annual components of compensation are subject to completion of one year.

Prior to beginning work on the first day of employment, you are requested to meet HR Personnel who will assist you in completing the joining formalities, "HR Officer" (Mob. – 9988358977)

Please bring the following documents at the time of your joining.

- a) Six passport size photographs.
- b) Proof of D.O.B (date of birth).
- c) Medical fitness by MBBS Doctor.
- d) Two Residential proofs (Adhaar Card/Ration Card/Telephone Bill/Driving License, if any).
- e) Certificates supporting your qualification and experience.
- f) Relieving certificate.
- g) Last three drawn salary slips & bank statement.
- h) Copy of last Income Tax Return filed (if applicable)
- i) Form No. – 16

We look forward for a fruitful association at Paras.

With best wishes,

For Paras Spices Pvt. Ltd, Moga.


Dr. R K Kalia
(Head- HR)

Paras Spices Private Limited

V.P.O., Khosa Pando, Zira Road, Moga - 142001, Punjab (India). Phone: +91-1636-247177, Fax: +91-1636-247178





The Heritage Institution
Estd. 1886

KANYA MAHA VIDYALAYA (Autonomous)

Re-accredited 'A' by U.G.C.-NAAC
"College with Potential for Excellence" by UGC
Under Star College Scheme by DBT, Govt. of India

Phones : Principal Off. : 0181-2296605, 2296606

Fax : 0181-2291741

E-mail : kmvjalandhar@yahoo.co.in

kmvoffice1886@gmail.com

Vidyalaya Marg,
JALANDHAR-144 001

Ms. Diksha Kundra

1301 Mathura Nagar Sodal Road
Jalandhar (Punjab)

Ref. No. Kmv/443

Date 13-1-2020

SUBJECT : YOUR APPOINTMENT AS LECTURER IN PHOTOGRAPHY & JOURNALISAM (B.VOC.) UNDER KAUSHAL KENDRA ON ADHOC / TEMPORARY BASIS TILL THE END OF THE SESSION 2019-2020

Reference your application for the post of Lecturer In Photography & Journalism (B.Voc.) Under Ddu Kaushal Kendra on Temporary Basis for the session 2019-2020 in this institution and subsequent interview held on 11-01-2020 in the office of Principal, Kanya Vidyalaya, Jalandhar

You are hereby informed that you have been selected for the same post on Adhoc/Temporary Basis for the session 2019-2020. You will receive consolidated salary of Rs. 15500/- per month.

During your appointment here your services will be governed under the services and conduct rules of Kanya Maha Vidyalaya Managing Committee, Jalandhar and Guru Nanak Dev University, Amritsar.

Your appointment is subject to the approval by the Kanya Maha Vidyalaya Managing Committee, Jalandhar as well as acceptance of the condition given below:

1. Your appointment being for the session 2019-2020 only it shall come to an automatic end on the close of this session unless extended by the Managing Committee by a separate written order.
2. During the period of Adhoc/Temporary basis for the session 2019-2020 your service may be terminated by one month notice on either side with payment of salary in lieu of notice period. Summer Vacation salary will not be paid to you.
3. During the period of your employment here, if you want to apply for a post elsewhere, you must have your application forwarded through the Principal.
4. As a whole-time employee You will carry out the instructions of the Principal implicitly and devote your whole-time to the service of this Institution. You will not engage in any private trade or undertake publication of books or any other work, which is likely to interfere with the discharge of your normal duties, without prior permission of the authorities. If you propose to take up any private tuition work, you will require prior permission of the Principal in writing.
5. You will be required not to take part in politics or indulge in activities prejudicial to the interest of the College/University or Government. You will also maintain cordial atmosphere and discipline in the College.
6. You will be obliged to do any examination work including invigilation, setting of papers, evaluation / marking of papers etc. that is assigned to you by the College authorities or by the University within the state.
7. You are to ensure that your students perform well in the University exam failing which you will be held accountable.


PRINCIPAL





OFFICE OF HEAD
DEPARTMENT OF WATER SUPPLY & SANITATION PUNJAB
Water Works Complex, Phase-2, Sahibzada Ajit Singh Nagar-160055
Tele/fax: 0172-270101, 2747775

To,

Mr/Mrs./Ms. ROHIT SIDHU/s RAM LAL SIDHU,
H. NO 1377, Mohala Kanyawali, PO Garha Opp Bhawan Valmiki Chowk,
Jalandhar, Punjab 144001.

No: 512

Date: 01.04.2021

Subject:- Contractual assignment as Information Education and Communication (IEC) Specialist in Department of Water Supply & Sanitation (DWSS), Govt. of Punjab.

Department of Water Supply and Sanitation, Govt. of Punjab is pleased to offer you contractual assignment as Information Education and Communication (IEC) Specialist subject to the terms and conditions as given in Annexures A & B. This appointment is further subject to the final decision of the Hon'ble Punjab and Haryana High Court in CWP 14988 of 2020 (Kulvir Kaur and Ors vs State of Punjab) in accordance with its orders dated 19 March 2021.

This contract shall be governed and interpreted pursuant to the laws of India. Only the courts at SAS Nagar/ Chandigarh shall have exclusive jurisdiction on the matters pertaining to this contract.


Please confirm your acceptance of the terms and conditions of your assignment with the Department by signing and returning the duplicate copy of this letter. In case your acceptance is not received within 15 (Fifteen) days from the date of issuance of this letter, this offer shall stand lapsed.

Thanking you.

Yours sincerely,


Authorized Signatory

I hereby accept the position and terms and conditions offered

Name	Father's Name	Signature	Date of Acceptance
Mr./Mrs./Ms. ROHIT SIDHU	MR. RAM LAL SIDHU		02/04/2021



(25)

ET-Personnel/PR in THDCIL



Inbox



S.K. Lakhera 30 Jan
to me, Amar, S ✓



Dear Candidate,

"Congratulations"

We are glad to inform you that you have been selected for the post of ET-Personnel/PR in THDCIL on the basis of UGC NET-2020 score and interview conducted on 22nd January 2021.

The offer letter has been sent via registered/speed post too.

You are expected to fill and bring the attached annexures and proformas at the time of joining.

You are requested to provide acceptance of the offer(in the given format) latest by **8th February 2021** as a reply to this mail.

In case of any query kindly drop a mail to this email id.

Regards
Recruitment Team
THDCIL, Rishikesh



MDK

LIST OF CANDIDATES SELECTED FOR THE POST OF ET (PERSONNEL) AND ET (PUBLIC RELATIONS)

Sl. No.	THDC Reg.No.	Name (S/Shri/Ms.)	Father's Name (S/Shri)	Gender
Executive Trainee (Personnel)				
1	THDC448	ABHISEK SINGH TOMAR	ASHOK SINGH TOMAR	M
2	THDC243	KRIKA SINGH	RAVINDRA SINGH	F
3	THDC191	MEENAL SHRIVASTAVA	ANIL SHRIVASTAVA	F
4	THDC412	ROBIN ANTONY	ANTAPPEN VARGHESE	M
5	THDC317	SANDEEP KUMAR	RAJENDRA RAM	M
6	THDC130	SHAILJA TIGGA	VIJAY TIGGA	F
7	THDC235	SHUBHAM CHAUBEY	NAGENDRA CHAUBEY	M
8	THDC149	KALAGARA SURYA MOULI	KALAGARA GANAPATHI	M
9	THDC276	SURYA NARAYAN SINGH	RAJENDRA KUMAR SINGH	M
10	THDC118	VADLAKONDA SRITEJA	V VENKAT RAO	M
Executive Trainee (Public Relations)				
1	THDC246	ISHAN BHUSHAN ✓	SAT BHUSHAN	M
2	THDC414	KAJAL PARMAR	SURINDER SINGH PARMAR	F
3	THDC244	SHUBHANSI MANI TRIPATHI	HARISHCHANDRA MANI TRIPATHI	F

Handwritten signature





Ph. : 0181-2690408

St. SOLDIER INSTITUTE OF BUSINESS MANAGEMENT & AGRICULTURE

Affiliated to IKG Punjab Technical University, Kapurthala (Punjab)

Jalandhar-Amritsar Highway, Near NIT, Jalandhar-144011

Ref. No. SSIBMA/ST-81/104

Dated. 23/8/2021

Name: Prabhjot Kaur
D/O: S. Manjit Singh
H.No: 303 Near Aujla Phatak
Kapurthala-144601

Date: 23/08/2021

Subject: Appointment letter for the post of Assistant Professor in St. Soldier Institute of Business Management and Agriculture

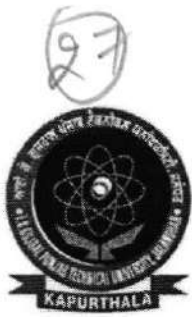
With reference to your performance in the past & subsequent interview, the management is pleased to appoint you on the post of Assistant Professor in St. Soldier Institute of Business Management and Agriculture on following Terms & Condition

1. You will be appointed on the salary Rs.15600/- (per month)
2. You will be governed by the rules & regulations of the society as amended from time to time.
3. You will be on probation for a period of one year from date of joining which can be extended by 1 year or more at the discretion of management depending upon your performance.
4. During Probation, your services will be liable to resignation by given two month notice. It may however, be clearly noted that you will not be permitted to leave the service in between the semester concerned.
5. You shall not apply for any job elsewhere without prior written permission from authority
6. You have to follow perfect discipline during your service and management reserves the right to terminate your services without any notice or compensation if your conduct during your services is not in interest of institute.
7. Your services are transferable with in the St. Soldier Educational Society.

In Case the offer is acceptable to you on the above mentioned terms & Conditions please sign duplicate copy of appointment letter & return the same. Failing which the offer shall stand withdraw

[Signature]
Principal
St. Soldier Institute of Business Management & Agriculture
Near NIT, Jalandhar-Amritsar Highway
Jalandhar





ਆਈ. ਕੇ. ਗੁਜਰਾਲ ਪੰਜਾਬ ਟੈਕਨੀਕਲ ਯੂਨੀਵਰਸਿਟੀ ਜਲੰਧਰ, ਕਪੂਰਥਲਾ
I. K. GUJRAL PUNJAB TECHNICAL UNIVERSITY JALANDHAR, KAPURTHALA
ਰਜਿਸਟਰਾਰ ਦਫ਼ਤਰ
OFFICE OF REGISTRAR

Ref. No. IKGPTU/REG/ 4825

Dated 6-11-2020

Shiva A Raja S/o Sh. Ashok Dhari
BIX-152, Santokhpura,
Near Maa Laxmi Karyana Store,
Jalandhar

Sub.: Offer for the post of Assistant Professor (Journalism and Mass Communication) as Guest Faculty purely on hourly basis.

With reference to your application for Advt. No. 2020/09/01 dated 23/09/20 and subsequent interview dated 03/11/2020, I am pleased to inform you that you have been empaneled for the post of Assistant Professor (Journalism and Mass Communication) as Guest Faculty purely on hourly basis for the current semester with term and conditions mentioned below:

1. This offer is initially for one semester and can be further extended as per teaching load and requirement of IKGPTU. You will be paid an honorarium @ Rs. 750/- (Seven Hundred Fifty Only) per hour with a monthly ceiling limit of Rs. 50,000/- (Fifty thousand only).
2. Your appointment as Guest Faculty (purely on hourly basis) will be for a period of one semester or till the regular incumbent joins the IKGPTU whichever is earlier and further extendable as per teaching load and requirement of IKGPTU and also subject to your performance and recommendations by concerned Head of Department.
3. Your appointment as Guest Faculty can be terminated by the IKGPTU, without assigning any reason.
4. In case if you wish to leave the assignment you will have to give one month's notice to the University.
5. Your performance as Guest Faculty will be monitored after every month and if found unsatisfactory, your appointment as Guest Faculty can be terminated.
6. You shall take full teaching load as prescribed in the curriculum and administrative load as assigned by IKGPTU.
7. You shall not be entitled to provident fund, pension, gratuity, medical attendance / treatment / Dareness Allowance or any other benefits available to the University's regular faculty.



Contd. on Page-02

"Propelling Punjab to a prosperous Knowledge Society"

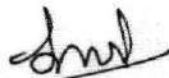
I.K. Gujral Punjab Technical University

Jalandhar Kapurthala Highway, Kapurthala-144603. Ph. : 01822-282521, 282525
Fax : 01822-282526, 282506 Website : www.ptu.ac.in Email : registrar@ptu.ac.in

8. You will not entitle for any right or claim for regular appointment in the University.
9. In addition, the University, you may be assigned the work of evaluation of Class Assignment/Home Assignment/Sessional/Drawing/Laboratory Works/Class Tests/End Semester Examination/ Evaluation Work/ Industrial Visits/ Student-Faculty Advisor/ coordinator Training & Placement/ Inter-college Tournaments and Cultural Activities etc. or any other associated works by the Head of the Department or the Competent Authority.
10. You shall submit an undertaking on Affidavit of Rs. 10/- stamp paper stating that you understand and accept all the terms and conditions of the appointment offer as Guest Faculty that this assignment as Guest Faculty is purely temporary in nature and that you will have no right to claim for the absorption into a regular appointment to the post in IKGPTU.

Your appointment as Guest Faculty will be further subject to the production of self-attested passport size photo, photocopies of Certificates regarding educational/professional qualification & experience, caste (if applicable), Date of birth proof etc. and production of original documents for verification at the time of joining.

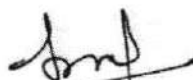
You are requested to join IKGPTU, Kapurthala immediately but not later than one week of issuance of this letter, failing which it will be presumed that you are not interested in the offer and same shall stand cancelled.


(Sandeep Kumar Kajal)
Registrar

Endst. No. IKGPTU/REG/4826-4830

Dated: 6-11-2020

1. Incharge VC Secretariat, O/o Vice Chancellor: For kind information of VC
2. Director (Main campus)
3. Assistant Registrar (HRM): For Personal file of concerned faculty
4. Dy. Controller (Finance & Accounts)
5. File


(Sandeep Kumar Kajal)
Registrar



28

bharti

Bharti Foundation

03-February-2020

Harleen Kaur

Vill- Bath, Po- Kamalpura, Tehsil-Ajnala,
Amritsar, Punjab -143103

Employee Code: BF010999

Dear Harleen,

With reference to our prior discussions, we are pleased to offer you a limited period of engagement as a **Teacher**, in Bharti Foundation ("BF"). The terms and conditions of your engagement are as follows:

1. APPOINTMENT AND DATE OF JOINING

1.1. This contract of engagement will be FOR A PERIOD OF ONE (1) YEAR, with effect from **03-FEBRUARY-2020** and shall stand automatically terminated on **02-FEBRUARY-2021** for which no notice will be required, unless terminated earlier in accordance with the terms contained in clause no.8 herewith. Endowment is a primary source of earning for Bharti Foundation therefore the nature of employment is transitory.

1.2. This engagement is subject to your successful completion of the Pedagogical training.

2. EMOLUMENTS AND TAXES

2.1. During your term of engagement, you will be paid as per the details provided in Annexure 'A'.

2.2. The tax laws and other legislations applicable in India will govern your engagement. You will be responsible for paying your taxes, which may result from the remuneration paid to you pursuant to your engagement hereunder. BF is entitled to deduct from your payment, income tax, other taxes and levies which it is liable to deduct at source as applicable.

3. INITIAL POSTING AND TRANSFER

3.1. Your initial place of posting will be at Satya Bharti School, **BATH, AMRITSAR, PUNJAB.**



Corporate Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj, Phase-II, New Delhi - 110070
Head Office: Airtel Center, B-Wing, 1st Floor, Plot No. 16, Udyog Vihar, Phase-IV, Gurugram - 122015 (Haryana)
E-mail: bharti.foundation@bhartifoundation.org Website: www.bhartifoundation.org

3.2. However, at the sole discretion of BF, you will be liable to be transferred/deputed from one place to another anywhere in India, from one educational establishment (which includes Bharti schools in the villages) to another, whenever applicable

4. PROBATION

You shall initially be on probation for a period of six months from the date of joining the Company. The same may however, be extended if so deemed necessary by the management of the Company ("Management"). You will be deemed to be confirmed after completion of probation period, either initial or extended, unless you are informed in writing about the extension of probation period.

5. LEAVE

5.1. You shall be entitled to leave and holidays as per the rules of Bharti Foundation as framed from time to time and applicable to School staff.

6. GENERAL OBLIGATIONS

- 6.1. From the day one of your engagement with us, you shall not be associated, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your full time, attention and abilities exclusively to the performance of your duties and shall faithfully serve BF and use your best endeavor to promote its interest thereof.
- 6.2. Upon commencement of engagement, you will be required to sign and adhere to Bharti Foundation's Code of Conduct, the terms of which are hereby incorporated by way of reference.
- 6.3. You will be responsible for the safe custody of all documents, manuals and other property belonging to BF that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your engagement with BF.
- 6.4. You will also be responsible for the successful and timely completion of any job / work assigned to you. You would adhere to the norms of discipline such as working hours, including shift timings and other systems and procedures of BF. You shall be committed to the efficient performance of the work that is entrusted to you and such shall be executed in an organized and conscientious manner.

bharti

Bharti Foundation

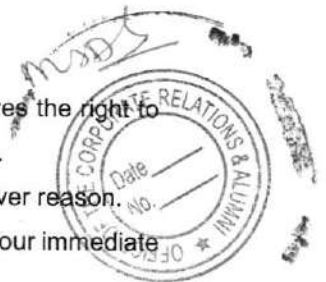
- 6.5. You shall keep BF informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by BF on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

7. CONFIDENTIALITY

- 7.1. You shall not, except as authorized or required by your obligations in terms hereof, reveal to any person or entity any of the confidential information, information contained in any manuals or any information concerning the organization, or affairs of BF ('Confidential Information'), which may come to your knowledge and/ or be imparted to you by BF during this engagement hereunder. This restriction shall continue to be applicable even after termination of your engagement with BF.

8. TERMINATION

- 8.1. During the probation period, your services may be terminated by the management without notice and without assigning any reason therefore. After your confirmation, the management may terminate your employment, by giving one month's written notice or basic salary in lieu thereof without assigning any reasons. Similarly you can leave service of the company without giving any notice during the probation period, and one month's notice in writing or basic salary in lieu thereof after your confirmation.
- 8.2. Your engagement shall be terminated subject to clause 8.1 hereby, on the happening of the following events including an early termination:-
- (i) if you are held guilty of any offence involving moral turpitude; or
 - (ii) if you do not join within the stipulated date, unless extended in writing.
 - (iii) if you are found medically unfit to continue in the job. Management reserves the right to ask you to undergo medical examination, as and when deemed necessary.
 - (iv) if the projects/programs of Bharti Foundation are discontinued for whatsoever reason.
 - (v) if you are absent from your regular expected duty without prior approval of your immediate Supervisor.
- 8.3. Upon termination of your engagement, you (or your legal heirs as the case may be) shall immediately return to BF any or all documents, manuals, documented Confidential Information (without making any copies thereof and/ or extracts thereof) and all other property that belongs to BF.



9. GOVERNING LAW AND JURISDICTION

This engagement letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and BF will be subject to the exclusive jurisdiction of the courts in New Delhi.

This agreement for engagement is based on the information as supplied by you and otherwise will be null and void if a material error is discovered therein at any point of time.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions offered to you.

Yours sincerely,

For Bharti Foundation



MMH Beg

Head – Human Resources

While accepting the employment with Bharti Foundation, I understand that I am joining a philanthropic organization working towards providing free and quality education to underprivileged children in rural India. I also understand that the organization runs on donor's money and therefore my expectations for monetary and other fringe benefits will be judicious and rational.

Dated _____

Signature



SATYA BHARTI SCHOOL SALARY STRUCTURE

Harleen Kaur

BF010999

Earnings (Monthly)	Monthly Amount (INR)	Yearly Amount (INR)
BASIC	4200	50400
HRA	1594	19128
SUPPLEMENTARY ALLOWANCE	0	0
CONVEYANCE ALLOWANCE	0	0
SPECIAL ALLOWANCE	0	0
Total (Per Month) (A)	5794	69528

Retirement Benefits (B)	Monthly Amount (INR)	Yearly Amount (INR)
PROVIDENT FUND @ 12% (Employer)	504	6048
V.B.S @ 1%	42	504
Monthly Total Deductions (B)	546	6552

Monthly Net Pay (A-B)	INR 5248
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Retirement Benefits (C)	Monthly Amount (INR)	Yearly Amount (INR)
PROVIDENT FUND @ 12% (Employer)	504	6048
Gratuity @ 4.81% (Employer)	202	2424
TOTAL (C)	706	8472

Gross or Total Cost To Company (Per Annum) (A+C)	6500	78000
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Please treat your salary as PERSONAL and CONFIDENTIAL

Handwritten signature



LIFE GOALS. DONE.

BAJAJ Allianz

Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY CONFIDENTIAL

Date: December 13, 2020

Chinardeep Chinardeep

Rail coach factory,
Jalandhar, 144602

Dear Chinardeep Chinardeep,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Junior Executive and you will be functionally working as Senior Relationship Manager in Grade L1B at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before December 17, 2020. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Chandigarh 2 and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. Transfer

The Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

3. Compensation Package

Your compensation package will be as detailed in Annexure A. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

4. Bonus, Variable Pay/or Performance Bonus & Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time. Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

282361 147724/Chinardeep Chinardeep Chinardeep/23859



Chinardeep

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Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

the first working day of October of the calendar year you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any variable pay/performance bonus.

5. Job Description

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

6. Medical Fitness

Your appointment and continuation in employment is subject to your being found fit in the pre-employment Medical Examination or in any Medical Examination during the course of your employment as may be prescribed by the Company.

7. Background Checks

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

8. Retirement

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

9. Leave

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

10. Compliances

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of tax returns. The Company may withhold from any compensation or benefits payable to you, all Central, State, or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

282351/107724/Chinardeep Chinardeep Chinardeep/23869

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.



Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature: _____

Name: CHINARDEEP

Date: 13 dd/ 12 (mm)/ 2020 (yyyy)

282351/107724/Chinardeep Chinardeep Chinardeep/23869

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN20001PLC019539

LIFE GOALS. DONE.

Bajaj Allianz

Bajaj Allianz Life Insurance Co. Ltd.

ANNEXURE A

COMPENSATION ENTITLEMENT SHEET

Date: December 13, 2020

Name:		Chinardeep Chinardeep	
Department:		Axis Bank	
Position Description:		Senior Relationship Manager	
Internal Designation:		Junior Executive	
Grade:		L1B	
Location Code:		Chandigarh 2	Location: Chandigarh 2
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,750.00	105,000.00
2	Minimum HRA	4,375.00	52,500.00
3	Statutory Bonus	1,750.00	21,000.00
4	Flexible Benefits	12,071.00	144,852.00



	Sub Total (A)	26,946.00	323,352.00
5	Company's Provident fund contribution	1,800.00	21,600.00
6	Gratuity as per the Act	421.00	5,052.00
7	ESIC	0.00	0.00
	Sub Total (B)	2,221.00	26,652.00
	Total Fixed	29,167.00	350,004.00
8	Indicative Performance Bonus**		
	Total Cost to Company		350,004.00

Flexible Benefits:

1. Children's Hostel Allowance - Rs. 300 per month per child up to a maximum of two children.
2. Children's Education Allowance - Rs. 100 per month per child up to a maximum of two children.
3. Leave Travel Allowance (L2A & Above) - For L2A Rs. 15,000 per annum and L3B and above up to the FBP balance amount limit.
4. National Pension Scheme (L2B & Above) - up to 10% of monthly basic salary.
5. Company Car (L3B & above) - One, can participate in the company car scheme, as applicable to the grade, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
6. Superannuation (L4B & above) - 15% of Basic.

282351/107724/Chinardeep Chinardeep Chinardeep/23869

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.

BAJAJ Allianz

Bajaj Allianz Life Insurance Co. Ltd.

Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit.
2. Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy does not cover accidental death.
3. The employee and family members can avail Group Mediclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.



Chinardeep

6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. All future ex-gratia Variable pay/Performance pay would include prospective/retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/recover such increased/additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/intimation. This is basis the fact that the CTC is inclusive of all liability/compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in Annexure to Appointment Letter.
8. Relocation benefits as per company relocation policy.
9. Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.

****As per the company policy, target bonus is for performance "Exceeding Expectations". Target bonus is an indication and the amount is decided by the company based on company performance and individual rating each year. Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after the first working day of October of the calendar year, you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.**

You are directed to report for duties on December 17, 2020. However, owing to the advent of COVID -19 and the ongoing epidemic, the date of reporting is tentative and may vary, subject to the restrictions/precautionary measures undertaken by the Government of India and respective State Government in order to contain the spread of COVID-19. We shall inform you in advance if the date of reporting indicated above is changed.



282351/107724/Chinandeep Chinandeep Chinandeep/23859

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel. +91-20-66026777 | Fax, +91-20-66026789

Chinandeep

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

Annexure "S"

BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED

INFORMATION ON SALARY PROCESS OF THE COMPANY

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the current month i.e. 1st of the current month till 30th of the current month. Salary will be processed on the basis of SuccessFactors (b1) attendance only.
In the first month, New Joinee will get salary from the 1st to 30th of the month from his Date of Joining.

Employees whose joining compliances are completed (Employee code generated) on or after 20th of the current month salary will be paid in the subsequent month as Arrears.

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 30th of August, for all days, in which he has marked attendance.

2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August of previous month till 30th of September, in the month of September, as per the attendance.

To register your daily attendance, please ensure to log-in your attendance on SuccessFactors (b1) on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on b1 will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on b1. We will consider it for salary pay-out.

Path for update of PAN/Bank details:

Login to B1 --> My Profile --> Bank Details

2. Post Joining you have to open your Salary Account with the following banks, if you already have the active bank account with the below banks, the said account can be continued for salary Payments.

- a) Axis Bank
- b) Bandhan Bank

3. Ensure that the name provided to company matches with the Bank record.

4. Also ensure that your salary account is activated before updating details on b1

5. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.

6. Salary hold for non-submission of PAN & Bank will be released by 8th of every month, if details submitted before 6th.

For New Joinee; if bank account is not updated on SuccessFactors, the first month salary will be Kept on hold and will be subsequently released in next pay-out cycle, post bank account details update in b1

Signature: _____

Name of the employee: _____

Designation: _____

Location: _____

Chinardeep

CHINARDEEP

JUNIOR EXECUTIVE

CHANDIGARH 2





**MALWA
INDUSTRIES LTD.**

MIL/HR & ADMN/2018

DATE: 26/09/2018

Mr. Puneet Sharma
Vill: Badoh, P.O/Tehsil: Waina,
Badoh, Bilaspur, H.P.

Gentleman,

With reference to your application and subsequent interview the Management is pleased to appoint you **Management Trainee in Marketing Department** in our organization w.e.f. 19/09/2018 on the following terms and conditions :-

Pay & Perks

1. A basic salary of Rs.11975.00 (Rupees Eleven Thousand Nine Hundred Seventy Five only).
2. House Rent allowance @40% of your basic salary per month.
3. LTA reimbursement @8.33% each of basic salary. P.F, E.S.I and Gratuity benefits as per statutory provisions of Company's rules as amended from time to time. Bonus shall be payable as and when it is declared by the Management.
4. Conveyance allowance/reimbursement of Rs.800.00 per month.

(B) DUTIES AND FUNCTIONS

1. You shall devote your whole time to undergo training and / or work of the Company and shall not undertake any other direct or indirect vocation such as Business, Trade, Consultancy, or Advisory work etc, honorary or remunerative.
2. You shall always safeguard the interests of the Company and in the event of any thing prejudicial to the interests of the Company coming to your notice, you shall immediately bring the same in the notice of your superiors.
3. You shall not, either during or after leaving employment divulge, disclose, make known or communicate to any person or firm, Company or concern or yourself make use of any of the secrets or information which you may acquire, receive or obtain in relation to the affairs of the Company in course or by reason of your training or employment.

Works : Vill. Harian, Kohara-Machhiwara Road, Ludhiana (Pb) INDIA
Ph. +91-1628-2838311-12-14-16 Fax: +91-1628-250061
Registered Office : 230, Industrial Area-A, Ludhiana-141 003, Punjab, INDIA
Ph. : +91-161-2229146 to 50,5001988/990 Fax: +91-161-2223603
E-mail : denim.malwa@malwagroup.com Website : www.malwagroup.com
CIN : U17219PB1993PLC013187

Internship Offer Letter

Date: 26/9/19

Name : Shefali

Dear Ms. Shefali,

We are pleased to offer you the position of "Intern" with stipend of INR 12500/- per month for the duration of 6 months, based out Bangalore.

The detailed letter of Appointment containing terms and conditions will be given to you on the date of joining.

Your date of Joining shall be 6th January 2020.

Bhavana

Bhavana Vijayakumar
HR Consultant

Accepted by: Shefali
Signature:



Entuple Technologies
2730, 'Trikanika', 80 Feet Road,
HAL 3rd Stage Indiranagar, Bengaluru, Karnataka 560038
CIN:U74900KA2010PTC052034

32, 33, 34, 35, 36, 37



Date - 24-09-2019

To,
The H.O.D
Electrical Engg. Dept.
I.K.G. P.T.U Main Campus,
Kapurthala

Subject - List of shortlisted Candidates in campus placement drive dated 19th September, 2019.

Dear Ma'am,

We are pleased to inform that the following final year students of Electrical Engineering are shortlisted for Six Months Industrial Training at our organization.

S.No	Name of Candidate	Name of Campus	Batch
1	Ankush Garg	Kapurthala	Passing 2020
2	Rohit Roy	Kapurthala	Passing 2020
3	Subhash Kumar	Kapurthala	Passing 2020
4	Navdeep Singh	Kapurthala	Passing 2020
5	Dilbagh Singh	Batala	Passing 2020
6	Paras	Batala	Passing 2020

The selected candidates shall be offered job in our organisation after successful completion of their training session. We shall be offering them annual package of 2.00 - 2.50 Lacs CTC based on their performance during training.

The students are requested to report to Mr. Deepak Jain (+91 95011-00111) for their training letters as and when required.

We wish them all success in their future endeavours.

Regards,

For Mahashakti Energy Limited,

Karan Kansal
(Director)

MAHASHAKTI ENERGY LIMITED

Corporate Office

A-8 New Canal Road,

Chandigarh Road, Gurgaon-122001

Phone: 0122-2250508

Cell: 9810091294/9810091295

E: +91-164-2250508, 2281775

F: +91-164-2282500

E: info@mahashaktienergy.com

www.mahashaktienergy.com



Apoorv Salaria <apoorvsalaria@gmail.com>

Infosys Campus Recruitment Program: Congratulations! You have a job offer

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: "apoorvsalaria@gmail.com" <apoorvsalaria@gmail.com>

Mon, Jul 5, 2021 at 1:38 PM



Dear Apoorv Salaria,

Thank you for participating in the Infosys Campus Recruitment Program for 2020-21.

Congratulations! You have cleared the interview round to receive a final job offer for Digital Specialist Engineer role. The compensation for this role is INR 5 lakhs per annum.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

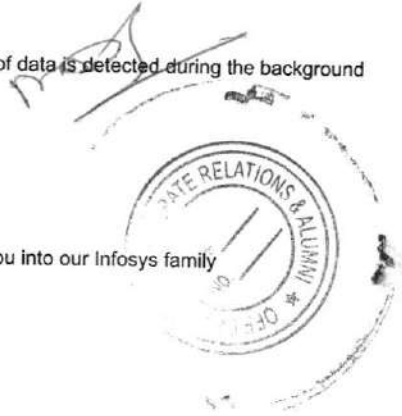
In case of any queries, please write to us at Talent.Acquisition@infosys.com.

You will soon hear from us about the next steps of the process. We look forward to welcoming you into our Infosys family

Best regards,

Talent Acquisition

Infosys



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28-Apr-2021

Dear Mehul Kansal,
B.Tech/B.E., Computer Science & Engineering
Punjab Technical University, Punjab

Candidate ID – 15613482

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college document accepted electronically on or before 5 2021 9:28AM effective from 2021-07-14. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Ref.No. ZTPL/2019/HR/UNP/111

October 16, 2019

OFFER LETTER

Dear Ms. Monika Bhasin,

It is our pleasure to offer you the position of **Associate Trainee-Software Engineer** at **Zapbuild Technologies Pvt. Ltd.** Your joining will be on January 06, 2020.

Commitments from Company side:

- 1) Training/Probation period will be for six months.
- 2) Stipend of INR 7,000 PM.
- 3) Candidate will be promoted to **Associate IS (Level- 1)** with the package up-to INR 2.4 LPA after successful completion of six months probation period from the date of joining. Performance evaluation will be done with the recommendation by the mentor and discretion of Management.

You have to serve six months probation period followed by one year of employment.

Following are the documents required at your joining day:

- a) A copy of all Academic certificates (matriculation onwards)
- b) Two copies of Permanent Residence proof
- c) Two copies of Personal Identity proof
- d) Four Passport size Photographs

You are requested to report at:
Zapbuild Technologies Pvt Ltd.
E 237, Phase VIII B, Industrial Area, Sector 74
Mohali, Punjab 160071

Kindly note this is tentative offer letter, the offer can be revoked / extended, if you do not perform satisfactorily throughout your probation period or discrepancies in the information provided by you.

Wishing you a rewarding career with Zapbuild Technologies Pvt. Ltd. and welcoming you to our pursuit of excellence.

If you have any queries regarding your joining, please contact HR Dept of Zapbuild Technologies Pvt. Ltd. at 8283088663, 8699000663.

Yours sincerely,

For Zapbuild Technologies Pvt. Ltd.

Charita Sharma
T&D Officer



E 237, First Floor, Phase VIII B, Industrial Area, Mohali - 160071
Phone: +91-172-6543172 | Email: info@zapbuild.com
Website: www.zapbuild.com

41,42,43,45,46,49,49,

You're out of storage space and will soon be unable to send or receive emails until you [free up space](#) or [purchase additional storage](#). Changes to your storage space may take up to 24 hours to update.

Gmail

Search mail

Press F11 to exit full screen

Compose

Inbox 366

Starred

Snoozed

Important

Sent

Drafts 47

Categories

Social 1,266

Meet

New meeting

Join a meeting

Hangouts

Hangouts

S. No.	Candidate Name	Contact Number	Email ID	Status
1	Arshvir Singh	9464545217	arshbarnar98@gmail.com	Selected
2	Rekhla	7973148701	rekharange183@gmail.com	Selected
3	Rishav Thakur	8694605493	rishavthakur252@gmail.com	Selected
4	Saransh Arora	8146606628	saransh418@gmail.com	Selected
5	Shashy	9888048709	shashy1510@gmail.com	Selected
6	Rishav Badhan	8988475925	rishavbadhan@gmail.com	Selected
7	Sherandeep Kaur	9530745169	kaursham2412@gmail.com	Selected
8	Komal	6284011340	komalsharma2619@gmail.com	Selected
9	Ravish Kumar Pandey	8567983805	ravishpandey312@gmail.com	Selected
10	Abhishek	9646345281	abhi_saxena9480@gmail.com	Selected
11	Sourabh Saini	8723888113	sourabh8113@gmail.com	Selected
12	Apoorv	7837374481	apoorvsalaria@gmail.com	On Hold
13	Tamanna	9915629415	tanusahota1061998@gmail.com	On Hold

Regards

Shweta Nagpal
Assistant Manager - HR
M: 9991459386
T: 9173 5249500
E: shwetan@corucll.com
www.corucll.com

No recent chats
Start a new one



M Gmail

44, 48

Infosys Ltd.- Final Selects

Navdeepak Sandhu <navdeepak.ptu@gmail.com>
To: mrigender bedi <bedi.ptu@gmail.com>

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

From: **Sarthak Sharma** <sarthak.sharma02@infosys.com>
Date: Tue, Jan 28, 2020 at 3:15 PM
Subject: Infosys Ltd.- Final Selects
To: navdeepak.ptu@gmail.com <navdeepak.ptu@gmail.com>, Navdeepak S

Dear Professor,

Heartiest Congratulations !

We are pleased to inform, that there are **45 final selects**.

Please find the list attached here with. Kindly share the result with the respecti

We are confident that your students will be able to make a significant contributi
your institute.

Once again, many thanks for all the warmth & support extended to us in conduc

(Please Note :- This is a conditional offer, Infosys Eligibility has to be met

<https://mail.google.com/mail/u/0/?ik=f00aa2e434&view=pt&search=all&permmsgid=msg-a%3Ar-43682690u>

12763040 |kuldeeplamba88@gmail.com

CANDIDATE ID	CANDIDATE NAME	CANDIDATE EMAILID
12476410	Himanshi Bansal	himanshi4708@gmail.com
13320795	Harjeevan Singh	harjeevansingh01@gmail.com
13408681	Udaishya Parmar	udaishya.1@gmail.com
13551541	Damanpreet Kaur	dkaur4381@gmail.com
13762893	Ankit .	98ankit47@gmail.com
13763001	Bistu Kumar Saha	bistukumarsaha456@gmail.c
13763002	Manisha Bhaskar	shinabhaskar99@gmail.com
13763003	Vishal Kumar Ray	vkroy2272@gmail.com
13763007	Rohan Sharma	nanitsatyan@gmail.com
13763008	Garbhit Goel.	garbhit.goel@gmail.com
13763009	Bharat Narang	bharatnarang97@gmail.com
13763010	Mohnish Tiwari	jagnetoo@gmail.com
13763011	Manpreet Singh Mahal	mahalmanpreet3@gmail.com
13763012	Ankita Gupta	ankita.gupta1998@gmail.com
13763015	Akshay Anand	akshayanand46@gmail.com
13763017	Rishav Badhan	rb541998@gmail.com
13763018	Shilpa Jassal	jassalshilpa56@gmail.com
13763020	Srishty .	srishty1510@gmail.com
13763022	Gursirat Singh Saini	gursiratsingh@gmail.com
13763023	Gaurav Bisht	gbisht94@gmail.com
13763024	Chetan Ghavri	ghavrichetan@gmail.com
13763026	Abhijit Kumar Boro	ghy98777@gmail.com
13763027	Harpreet Singh	harpreetaidhan.7@gmail.com
13763028	Manpreet Kaur	kaur67931@gmail.com
13763029	Mishanpreet Singh	mmmishan99@gmail.com
13763031	Sakshi Poddar	poddarsakshi0@gmail.com
13763032	Simran Kaur	ksimransahni@gmail.com
13763033	Vidushi .	viddugupta@gmail.com
13763035	Tanvir Singh	tanveerkhalsa@gmail.com
13763036	Riya Kumra	riyakumra2407@gmail.com
13763037	Prabhjot Singh	prabhjotsingh564@gmail.com
13763039	Manish Sharma	ms2811998@gmail.com
13763042	Harmeet Singh	harmeetsingh597@gmail.com
13763043	Govinda Kumar	govindag4all@gmail.com
13763045	Deepinder Kaur	deepinderkaur433.dr@gmail
13763046	Gurvir Singh Gahir	gaggygahir23@gmail.com
13763047	Kuldeep Lamba	kuldeepplamba88@gmail.com
13763048	Sumit Kumar Singh	rajputsumitsingh0707@gmail
13763049	Sudhakar Kashyap	sudhakarkashyap21@gmail.c
13763050	Sakshi Sehgal	sakseh26@gmail.com
13763051	Shreyansh Kaushik	am.shreyanshkaushik@gmai
13763052	Sourabh Saini	sourabh8113@gmail.com
13763053	Ravish Kumar Pandey	ravishpandey312@gmail.com
13763054	Hardik Goyal	hardik12goyal2@gmail.com
13763055	Arshvir Singh	a145arsh@gmail.com



CANDIDATE DOB	SPECIALIZATION	Status
11/14/1995 12:00:00 AM	Computer Science Engineerin	Offer
5/28/1997 12:00:00 AM	Computer Science Engineerin	Offer
8/1/1998 12:00:00 AM	Computer Science Engineerin	Offer
11/11/1997 12:00:00 AM	Computer Science Engineerin	Offer
7/4/1998 12:00:00 AM	Computer Science Engineerin	Offer
1/2/1999 12:00:00 AM	Computer Science Engineerin	Offer
3/13/1999 12:00:00 AM	Computer Science Engineerin	Offer
3/5/1998 12:00:00 AM	Computer Science Engineerin	Offer
2/7/1999 12:00:00 AM	Elec. & Comm. Engg	Offer
9/23/1998 12:00:00 AM	Computer Science Engineerin	Offer
6/11/1998 12:00:00 AM	Information Technology	Offer
12/13/1998 12:00:00 AM	Computer Science Engineerin	Offer
10/3/1998 12:00:00 AM	Computer Science Engineerin	Offer
12/30/1998 12:00:00 AM	Electronics Engineering	Offer
8/25/1998 12:00:00 AM	Information Technology	Offer
4/5/1998 12:00:00 AM	Mechanical Engineering	Offer
1/20/1997 12:00:00 AM	Computer Science Engineerin	Offer
10/15/1997 12:00:00 AM	Computer Science Engineerin	Offer
3/7/1998 12:00:00 AM	Computer Science Engineerin	Offer
8/7/1998 12:00:00 AM	Computer Science Engineerin	Offer
6/19/1999 12:00:00 AM	Computer Science Engineerin	Offer
7/10/1998 12:00:00 AM	Mechanical Engineering	Offer
12/12/1998 12:00:00 AM	Elec. & Comm. Engg	Offer
12/28/1999 12:00:00 AM	Computer Science Engineerin	Offer
7/5/1999 12:00:00 AM	Computer Science Engineerin	Offer
11/2/1998 12:00:00 AM	Computer Science Engineerin	Offer
7/30/1998 12:00:00 AM	Computer Science Engineerin	Offer
6/11/1998 12:00:00 AM	Computer Science Engineerin	Offer
2/26/1998 12:00:00 AM	Computer Science Engineerin	Offer
7/24/1998 12:00:00 AM	Computer Science Engineerin	Offer
9/20/1998 12:00:00 AM	Computer Science Engineerin	Offer
1/28/1998 12:00:00 AM	Computer Science Engineerin	Offer
2/14/1997 12:00:00 AM	Computer Science Engineerin	Offer
5/31/1997 12:00:00 AM	Computer Science Engineerin	Offer
10/23/1997 12:00:00 AM	Electrical Engineering	Offer
10/7/1998 12:00:00 AM	Information Technology	Offer
3/8/1999 12:00:00 AM	Information Technology	Offer
12/15/1997 12:00:00 AM	Information Technology	Offer
1/21/1998 12:00:00 AM	Information Technology	Offer
5/26/1997 12:00:00 AM	Computer Science Engineerin	Offer
10/19/1997 12:00:00 AM	Computer Applications	Offer
9/14/1998 12:00:00 AM	Mechanical Engineering	Offer
6/30/1998 12:00:00 AM	Computer Science Engineerin	Offer
8/10/1998 12:00:00 AM	Computer Science Engineerin	Offer
11/29/1998 12:00:00 AM	Computer Science Engineerin	Offer



to

we

365



Ref.No. ZTPL/2019/HR/UNP/112

October 16, 2019

OFFER LETTER

Dear Mr. Shivam Chawla,

It is our pleasure to offer you the position of **Associate Trainee-Software Engineer** at **Zapbuild Technologies Pvt. Ltd.** Your joining will be on January 06, 2020.

Commitments from Company side:

- 1) Training period will be for six months and trainee is not entitled for stipend during initial three months training period.
- 2) However, Stipend can be applicable from the date of successful completion of three months training, if trainee performs satisfactorily in a performance evaluation process with the respective manager. The stipend amount will be INR 7000 PM.
- 3) Trainee will be promoted to **Associate Technology (Level- 1)** with the package up-to INR 2.4 LPA after successful completion of six months from the date of joining. Performance evaluation will be done with the recommendation by the mentor and discretion of Management.

You have to serve six months probation period followed by one year of employment.

Following are the documents required at your joining day:

- a) A copy of all Academic certificates (matriculation onwards)
- b) Two copies of Permanent Residence proof
- c) Two copies of Personal Identity proof
- d) Four Passport size Photographs

You are requested to report at:
Zapbuild Technologies Pvt Ltd.
E 237, Phase VIII B, Industrial Area, Sector 74
Mohali, Punjab 160071

Kindly note this is tentative offer letter, the offer can be revoked / extended, if you do not perform satisfactorily throughout your probation period or discrepancies in the information provided by you.

Wishing you a rewarding career with Zapbuild Technologies Pvt. Ltd. and welcoming you to our pursuit of excellence.

If you have any queries regarding your joining, please contact HR Dept of Zapbuild Technologies Pvt. Ltd. at 8283088663, 8699000663.

Yours sincerely,

For Zapbuild Technologies Pvt. Ltd.

Charita Sharma
T&D Officer



E 237, First Floor, Phase VIII B, Industrial Area, Mohali - 160071
Phone: +91-172-6543172 | Email: info@zapbuild.com
Website: www.zapbuild.com



(5)

59, 56X

S.No	Student name	Email ID	Phone Number
1	Gurkamal kaur(IKGPTU main campus)	kbhamra020@gmail.com	9872984795
2	Chetna(IKG ptu)	chetnathukral06@gmail.com	7009687510
3	jashan(i.k.g ptu main campus)	jashanbarnal1998@gmail.com	9501515971
4	Rishav Badhan (IKG PTU Main Campus)	rb541998@gmail.com	9855749133
5	Ankit Gautam (IKGPTU(MAIN CAMPUS))	0agautam@gmail.com	8053656285
6	Ravish Kumar Pandey (IKG PTU Main Campus)	ravishpandey312@gmail.com	8567983805
7	Arshvir Singh(IKGPTU main campus)	a145arsh@gmail.com	9464545217
8	Ujjwal Kumar (ikg ptu main campus Kapurthala)	ujjwalsingh5021@gmail.com	8084173633
9	Kanhaiya kumar (ikgptu main campus kapurthala)	kumarkanhaiya675@gmail.com	9135136281
10	Amrendra Kumar(IKGPTU,Main Campus)	amrendra2589@gmail.com	9517788424
11	hardik goyal (ikgptu main campus)	hardik12goyal@gmail.com	9953439585
12	Divyam Sobti (IKG Ptu Main Campus)	divyamsobti98@gmail.com	8146886998
13	Harsh (CTIT, Shahpur)	aravsharma798@gmail.com	9217276373
14	SHAHABUDDIN (ikgptu main campus, kpt)	shababuddinbth@gmail.com	8969211431
15	Rahul Kumar(ikg ptu main campus kapurthala)	rahul7.smt@gmail.com	
16	Akhilesh(I.K.G ptu main campus)	akhilesh0.chauhan@gmail.com	7888608268
17	Sunil Kumar (IKGPTU Main Campus)	sunilbhatti425@gmail.com	7340734564
18	Parbhat (I.K.G.P.T.U Main Campus)	parbhatsharmarampal@gmail.com	8872451249
19	Apoorv Salaria IKGPTU (MAIN CAMPUS)	asalaria9@gmail.com	8194930039
20	Sanchit Arora(GNDU,regional campus,jalandhar)	asanchit067@gmail.com	8437646407

msd



On successful completion of Internship, we shall assess your progress and during your internship you shall not be eligible for any other benefits, monetary or otherwise during this tenure.

Please intimate your acceptance by signing this letter and return the duplicate copy of this letter to HR department.

We welcome you to Oceana Tech family and hope you shall have a challenging and successful career with us.

Thanking you,

Yours Sincerely,

For Oceana Tech



Authorized Signatory

Read and accepted

Signature and date



ECOMOCEANA TECHNOLOGIES PVT.LTD.

+91 - 96467 - 06113
+91 - 96433 - 12202

info@oceanatech.in
career@oceanatech.in

Plot No. E 302, Vista Tower,
Ph - 8 A, Ind. Area, Mohali

www.oceanatech.in

INTERNSHIP OFFER LETTER

Ref No. OT/2019-20/179 Date: 10th September 2019

To,

Mr. SONU KUMAR
PUNJAB TECHNICAL UNIVERSITY

Ref: Internship Offer Letter

Dear Mr. SONU KUMAR,

On behalf of Oceana Tech , We are pleased to extend to you this offer of temporary employment as an Intern. If you accept this offer, you will begin your internship with the company as an Intern and you will be receive "Temporary Employment" status. As a temporary employee, you will not receive any of the employees benefits that regular company receive, including, but not limited to, any insurance, vacation or sick paid, paid holidays, or participation in the company.

Your internship is expected to end according to your university rules. However, your internship with the company is "at-will", which means that either you or the Company may terminate your internship at any time, with our without cause and with or without notice.

As per company policy you are required to undergo with short training and that is mandatory in company. During internship company will pay you the Stipend amount i.e 8000 Per Month according to your performance and after the completion of this Internship you have opportunity to work with us as permanent employee but it's all depend on your performance.

ECOMOCEANA TECHNOLOGIES PVT.LTD.



+91 - 96467 - 06113
+91 - 96433 - 12202



info@oceanatech.in
career@oceanatech.in



Plot No. E 302, Vista Tower,
Ph - 8 A, Ind. Area, Mohali

www.oceanatech.in

53

Indian Matrimonial Services Pvt. Ltd.



508-509 K-10 Tower, Feroze Gandhi Market
Ludhiana 141001
+91 6239698951



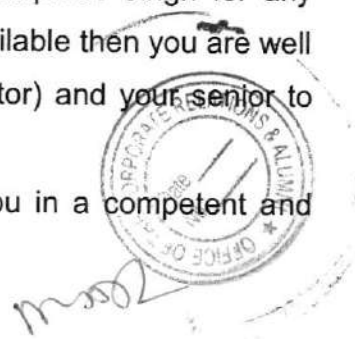
Indian Matrimonial
Services

Dear Mr. Gurkamal Kaur,

On behalf of Indian Matrimonial Pvt. Ltd, I am pleased to offer you the Full Time position of SEO Executive.

The following outlines the terms of the employment agreement :-

- The compensation for this position will be Rs. 10000 (Ten Thousand) per month.
- Your performance and compensation will be reviewed annually.
- Your employment is subject to a three-month probationary period. This period of time allows you and Indian Matrimonial Pvt. Ltd. to determine if the position is suitable for you. Upon successful completion of three (3) months of continuous employment, you will be invited to participate in our Company's list of employees.
- During your employment, you will report directly to Mr. Sukhpreet Singh for any correspondence of the project and if in any case he is not available then you are well thought-out to report to Mr. Pardeep Bains, (Board of Director) and your senior to whom you will be structured to report.
- You will be expected to carry out the duties assigned to you in a competent and efficient fashion.
- Date of Joining for this position is 09th /October / 2020



Although it is difficult to contemplate ending our relationship when it is just beginning, it helps both of us to determine our respective obligations ahead of time. Therefore, your employment may cease under any of the following circumstances:

1. You may resign from your employment by giving us not less than four weeks notice in writing.
2. We may terminate your employment for just cause at any time without notice, pay in lieu of notice, or severance pay, or other liability ; or



3. We may terminate your employment in our sole discretion without cause, by providing you with written notice or pay in lieu of notice that complies with the Employment Standards.

This offer of employment is conditional upon the following :•

- Clear Criminal Record check.
- Complete submission of Indian Matrimonial Services Pvt. Ltd. Application of Employment form Signature on Acknowledgement of Understanding –Indian Matrimonial Services Pvt. Ltd. Policies and Procedures.
- Signature on Acknowledgement of Understanding –Employee Handbook Sign off on Confidentiality Statement and will never misuse the company domains and other resources into your personal act of kindness.

Please signify your acceptance of this letter by signing the original of this letter where indicated below, and return it to me. Please bring the original copy on your first day of work.

We look forward to the opportunity to have you join our team and look forward to your response.

Sincerely,

Parampreet Singh (HRO)





SCF 8, Sector 11, Faridabad, (HR)
India 121006. +91-129-4564288
www.berylsystems.com

Date : 19-Jan-2021

Ankit Gautam
Email: 0agautam@gmail.com
Mobile: 8053656285

Subject: Offer of Employment

Dear Ankit,

Congratulations! With reference to your application and frequent discussions with us, we are pleased to offer you a position of **Graduate Engineer Trainee**, with Beryl Systems Pvt. Ltd. We are delighted to make you the following job offer. The offer will remain valid till **20 Jan, 2021** as mutually agreed, you shall be joining our office on or before **20 Jan, 2021**.

You are requested to

- Return your acknowledgement to the email containing the offer letter of your acceptance within the validity of offer.

You will get INR 6,000 stipend per month for Initial 3 months, then your stipend will get revised after 3 months. On successful completion of 6 months we will offer Permanent position and package, which will be discussed at that time. Your working hours will be from 9:30AM to 6:30 PM, Monday to Saturday.

At the time of joining, you shall be required to sign a Non-Disclosure Agreement, due to the nature of work and accessibility of confidential organizational data. However, subject to business requirements of the company, you may be transferred from one job to another or one section/department to another.

As an employee of Beryl Systems you are expected to abide by all the company rules and regulations in the course of your employment with Beryl Systems. If at any stage during the tenure of your service, it is found that any particulars or details furnished by you are incorrect and/or this agreement of service has been obtained by misinterpretation of facts, your services may be terminated without prior notice or compensation.

We hope that you will enjoy your assignments at Beryl Systems, and look forward for your contribution in adding significant value to the organization, its deliverables, culture, practices and modus operandi.

It would be an honor for us to be working with you, and we hope that this long-term association will be mutually beneficial and result in positive synergies and high value addition for all involved.

We look forward to your acceptance of this offer. Welcome aboard!

Beryl Systems Pvt. Ltd.

Please note this is not a letter of appointment. The appointment letter shall be shared with your joining detailing the terms of employment.

Welcoming to the company!

**AGREED &
ACCEPTED**

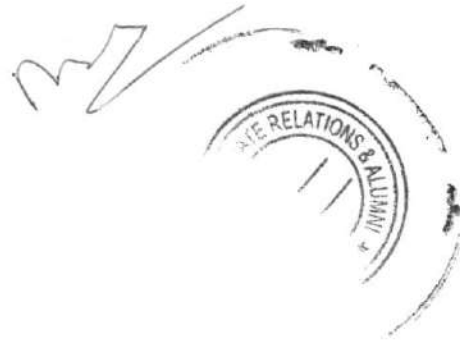
Sincerely,

For Beryl Systems Pvt. Ltd.

Signature

Name: _____

Dated: _____



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HRD/3T/1000439080/20-21

January 27, 2021

Mr. Rishav Badhan
Vill Chhabbar Po Sathana
Teh Fatehpur,
Kangra-176025
India

Ph: +91-8988475925

Dear Rishav,

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: 2021.01.27 11:22:06 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/1000439080/20-21

January 27, 2021

Mr. Rishav Badhan
Vill Chhabbar Po Sathana
Teh Fatehpur,
Kangra-176025
India

Ph: +91-8988475925

Dear Rishav,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

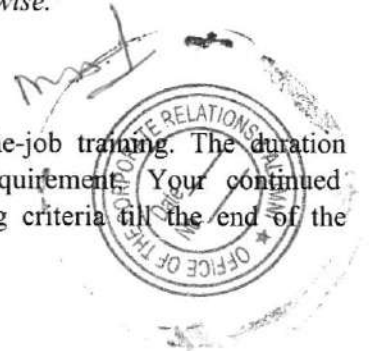
Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending 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.



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.

Agreement

Our offer to you as **Systems Engineer** 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.

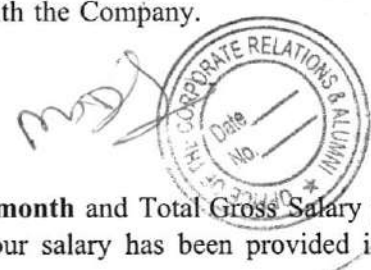
Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



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 2020-21 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.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

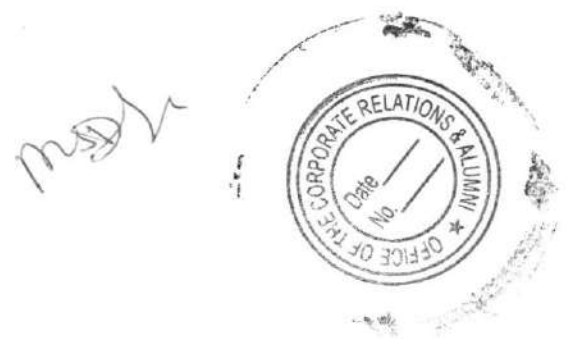
We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

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 4,00,000 per annum.

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 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** 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 250**.

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.

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 a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, 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.

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.

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 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.

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.



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

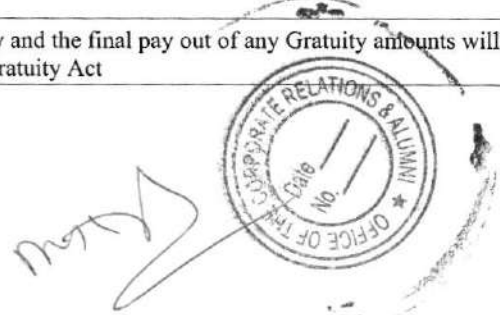


Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.27 11:22:06 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Rishav Badhan			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
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)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
TOTAL GROSS SALARY	25,000			
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 (without security)	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				



ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Rishav Badhan			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
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)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000	
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 (without security)	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				

56

bharti

Bharti Foundation

03-February-2021

Navneet Kaur
Umar Pura, Amritsar, Punjab

Employee Code: BF010998

Dear Navneet,

With reference to our prior discussions, we are pleased to offer you a limited period of engagement as a **Teacher**, in Bharti Foundation ("BF"). The terms and conditions of your engagement are as follows:

1. APPOINTMENT AND DATE OF JOINING

1.1 This contract of engagement will be FOR A PERIOD OF ONE (1) YEAR, with effect from **03-FEBRUARY-2021** and shall stand automatically terminated on **02-FEBRUARY-2022** for which no notice will be required, unless terminated earlier in accordance with the terms contained in clause no.7 herewith.

2. EMOLUMENTS AND TAXES

- 2.1 During your term of engagement, you will be paid as per the details provided in Annexure 'A'.
- 2.2 The tax laws and other legislations applicable in India will govern your engagement. You will be responsible for paying your taxes, which may result from the remuneration paid to you pursuant to your engagement hereunder. BF is entitled to deduct from your payment, income tax, other taxes and levies which it is liable to deduct at source as applicable.

3. INITIAL POSTING AND TRANSFER

3.1 Your initial place of posting will be at **Satya Bharti School UMAR PURA, AMRITSAR, PUNJAB**

Corporate Office: Bharti Crescent, 1, Nelson Mandela Road, Vasant Kunj, Phase II, New Delhi - 110070
Head Office: Airtel Center, B-Wing, 1st Floor, Plot No. 16, Udyog Vihar, Phase-IV, Gurugram - 122015 (Haryana)
E-mail: bharti.foundation@bhartifoundation.org Website: www.bhartifoundation.org



bharti

Bharti Foundation

- 3.2 However, at the sole discretion of BF, you will be liable to be transferred/deputed from one place to another anywhere in India, from one educational establishment (which includes Bharti schools in the villages) to another, whenever applicable.

4. LEAVE

- 4.1 You shall be entitled to leave and holidays as per the rules of Bharti Foundation as framed from time to time and applicable to School staff.

5. GENERAL OBLIGATIONS

- 5.1 From the day one of your engagement with us, you shall not be associated, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever, but shall devote your full time, attention and abilities exclusively to the performance of your duties and shall faithfully serve BF and use your best endeavor to promote its interest thereof.
- 5.2 Upon commencement of engagement, you will be required to sign and adhere to Bharti Foundation's Code of Conduct, the terms of which are hereby incorporated by way of reference.
- 5.3 You will be responsible for the safe custody of all documents, manuals and other property belonging to BF that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your engagement with BF.
- 5.4 You will also be responsible for the successful and timely completion of any job / work assigned to you. You would adhere to the norms of discipline such as working hours, including shift timings and other systems and procedures of BF. You shall be committed to the efficient performance of the work that is entrusted to you and such shall be executed in an organized and conscientious manner.
- 5.5 You shall keep BF informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by BF on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.



6. CONFIDENTIALITY

6.1 You shall not, except as authorized or required by your obligations in terms hereof, reveal to any person or entity any of the confidential information, information contained in any manuals or any information concerning the organization, or affairs of BF ('Confidential Information'), which may come to your knowledge and/ or be imparted to you by BF during this engagement hereunder. This restriction shall continue to be applicable even after termination of your engagement with BF.

7. TERMINATION

7.1 The engagement may be terminated by giving a written notice of 1 (one) month by either side or 1 (one) month of basic salary in lieu thereof without assigning any reason thereof.

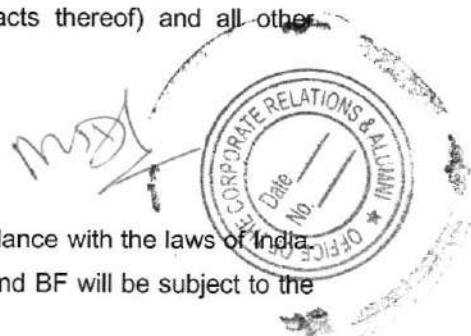
7.2 Your engagement shall be terminated subject to clause 7.1 hereby, on the happening of the following events including an early termination:-

- (i) if you are held guilty of any offence involving moral turpitude; or
- (ii) if you do not join within the stipulated date, unless extended in writing.
- (iii) If you are found medically unfit to continue in the job. Management reserves the right to ask you to undergo medical examination, as and when deemed necessary.
- (iv) If the projects/programs of Bharti Foundation are discontinued for whatsoever reason.
- (v) if you are absent from your regular expected duty without prior approval of your immediate supervisor;

7.3 Upon termination of your engagement, you (or your legal heirs as the case may be) shall immediately return to BF any or all documents, manuals, documented Confidential Information (without making any copies thereof and/ or extracts thereof) and all other property that belongs to BF.

8. GOVERNING LAW AND JURISDICTION

This engagement letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and BF will be subject to the exclusive jurisdiction of the courts in New Delhi.



bharti

Bharti Foundation

This agreement for engagement is based on the information as supplied by you and otherwise will be null and void if a material error is discovered therein at any point of time.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions offered to you.

Yours sincerely,

For Bharti Foundation



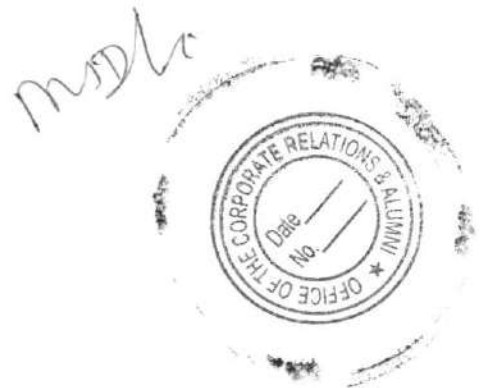
MMH Beg

Head – Human Resources

While accepting the employment with Bharti Foundation, I understand that I am joining a philanthropic organization working towards providing free and quality education to underprivileged children in rural India. I also understand that the organization runs on donor's money and therefore my expectations for monetary and other fringe benefits will be judicious and rational.

Dated _____

Signature



SATYA BHARTI SCHOOL SALARY STRUCTURE

Navneet Kaur
BF010998

Earnings (Monthly)	Monthly Amount (INR)	Yearly Amount (INR)
BASIC	4600	55200
HRA	1627	19524
SUPPLEMENTARY ALLOWANCE	0	0
CONVEYANCE ALLOWANCE	0	0
SPECIAL ALLOWANCE	0	0
Total (Per Month) (A)	6227	74724

Retirement Benefits (B)	Monthly Amount (INR)	Yearly Amount (INR)
PROVIDENT FUND @ 12% (Employer)	552	6624
V.B.S @ 1%	46	552
Monthly Total Deductions (B)	598	7176

Monthly Net Pay (A-B)	INR 5629
------------------------------	-----------------

Retirement Benefits (C)	Monthly Amount (INR)	Yearly Amount (INR)
PROVIDENT FUND @ 12% (Employer)	552	6624
Gratuity @ 4.81% (Employer)	221	2652
TOTAL (C)	773	9276

Gross or Total Cost To Company (Per Annum) (A+C)	7000	84000
---------------------------------------------------------	-------------	--------------

Please treat your salary as PERSONAL and CONFIDENTIAL




57

12th March, 2019

Sub: Offer of employment by Pin Click

Dear Ashish Singh,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 7th June, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Ashish Singh	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	7 th June,2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training			



msd

3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.
- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
 - TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

- 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable



(58)

12th March, 2019

Sub: Offer of employment by Pin Click

Dear Harmandeep,

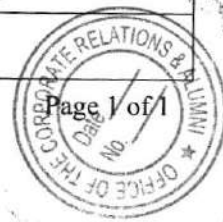
Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 7th June, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

ANNEXURE - A			
COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Harmandeep Singh	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	7 th June,2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training			



3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.
- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
 - TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable



(59)

12th March, 2019

Sub: Offer of employment by Pin Click

Dear Abhijit,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, with effect from **7th June, 2019**, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Abhijit singh	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	7 th June,2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training			



3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.
- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
 - TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

- 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable





Highway Industries Limited

(UNIT III - Mangli)

Phase VIII, Focal Point, Ludhiana-141 010 Punjab, India.

Phones : 0091 -161-2678961 - 64, 6605200

Fax : 0091 -161-2678965

E-mail : mangli@highwayindustries.com

info@highwayindustries.com

Website : www.highwayindustries.com

REF.NO: HR/HIL/CFM/49

DATE : 18-03-2021

Name : ASHISH KUMAR

Emp. No : 11558

Designation : ENGINEER

Department : HEAT TREATMENT

SUBJECT: - LETTER OF CONFIRMATION

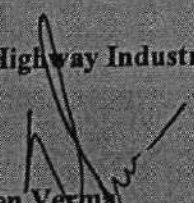
Dear Mr. ASHISH,

This is with reference to your letter of appointment dated 01-06-2020. On the basis of your performance appraisal, Management is pleased to inform you that your services are being confirmed on the above position.

All other terms and conditions of your appointment shall remain unchanged as specified in your above mentioned letter of appointment and shall be governed by rules and regulations as applicable to you.

We look forward to your continued support and contribution towards Highway Industries' goals and commitments.

For Highway Industries Ltd.


Naveen Verma

Sr. General Manager - Human Resource

I accept the above terms & conditions.

Signature of ASHISH KUMAR

Date: _____

Format No. FR-PA-30, Rev. No. 00. Dt. 28.06.19

REGD. OFFICE : Phase VIII, Focal Point, Ludhiana-141010 - INDIA
CIN : U00000PB1971PLC003012 PAN : AABCH 4072M GST: 03AABCH 4072M1ZN





Camions Logistics Solutions Private Limited

CIN : U74999HR2015PTC082722

15th September'2021

Mr. Dheeraj Sharma

7/1, New Amar Nagar,
Jalandhar, Punjab

OFFER LETTER

Dear Mr. Dheeraj Sharma,

- 1.0 **Appointment:** We are pleased to offer you an appointment with Camions Logistics Solutions Private Limited ("Company") as "SDE-I"
- 2.0 **Date of Appointment:** Your effective date of appointment will be on or before 23rd September'2021.
- 3.0 **Initial Posting & reporting:** Your initial posting in the normal course will be at Gurgaon and reporting to Tech Lead- Backend, Mr. Saswat Baruah.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty:
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your highest educational and professional qualification attainments;
 - 4.3 Appointment/Relieving letter of your previous employer, as applicable;
 - 4.4 [2](Two) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year, PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Any other documents as may be required by the Company.
- 5.0 **Remuneration:** Your gross remuneration/CTC shall be Rs. 10,00,000/- LPA (Rupees Ten Lakh only) as Fixed compensation.
- 6.0 **Terms and Conditions of your Employment:** All the terms and conditions of your employment shall be set out in the Employment Letter, which shall be provided to you at the time of your joining and your employment shall become effective only upon your unconditionally accepting the Employment Letter.

Please note that your employment is subject to your accepting the Employment Letter and your medical fitness.

Registered & Corporate Office:

Unit No. 201-209, 2nd Floor, Tower-A, Magnum Towers, Sector-58, Gurugram, Haryana-122011

Branch Office: 602, A-Block, Naurang House, 21 K.G. Marg, New Delhi-110001

Toll Free No.: 1800117667 **Tel.:** 0124-4578400

E-mail: care@gobolt.co.in **Website:** www.gobolt.in



This offer is valid until two days. You may accept this offer by countersigning this letter and returning it to us. You will also keep the Company informed of any change in your residential address.

We feel that your background, training, experience and enthusiasm will be of high value to us, and that your positive attitude and commitment will be an asset to our growing Company.

We are looking forward to see you as a part of our organization.

Yours sincerely,



[Authorized Signatory]

I accept this offer of employment under the terms identified above.

Dheeraj Sharma

Dheeraj Sharma



CTC Annexure

Monthly Components	Per Month (Rs.)	Annualized (Rs.)
Basic	36,282	4,35,382
HRA	18,141	2,17,691
LTA	12,094	1,45,127
Special Allowance	14,110	1,69,315
Sub Total	80,626	9,67,516
Company's Contribution to EPF(13% EDLI Of Basic Pay)	1,950	23,400
LWF	50	600
Group Medical Insurance	707	8,484
Sub Total	2,707	32,484
Cost to Company (CTC)	83,333	10,00,000

Deductions	Per Month
PF (Employee Contribution @12% of basic pay)	1800
LWF	25
TDS	
Professional Tax (As per slab)	
Total Deduction	1825

In Hand Salary Per Month (Approx.)	78801
------------------------------------	-------

Note: -

CTC is subject to applicable tax deductions.

Employer and employee's contribution to the PF will be deducted from the CTC.

For Camions Logistics Solutions Pvt. Ltd.



(Authorized Signatory)



62



Offer: Computer Consultancy
Ref: TCSL/DT20207155852/Delhi
Date: 16/02/2021

Mr. Tarun Kumar
H.No. 3, 40 Mld Stp Karnal,
Near Sector 4,
Karnal-132001,
Haryana.
Tel# -

Dear Tarun Kumar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/DT20207155852

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

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



63



7/2

Offer: Computer Consultancy
Ref: TCSL/DT20173849139/Delhi
Date: 17/09/2019

Mr. Sourav
Room No 213 , Ikgptu Boys Hostel Kapurthala,
Kapurthala,
Kapurthala-144603,
Punjab.
Tel# -9034970702

Dear Sourav,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions).

TCS Confidential
TCSL/DT20173849139

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

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



Appraisal Letter 2020

1-April-2021

Name- Sonia
Employee Code- CCAP10545

Dear Sonia,

We take this opportunity to thank you for your valuable contributions to our business performance during the year 2020-21.

Consequent to the review of your performance, we are pleased to inform you that you have been rewarded with **66.00%** increment, effective 01-April-2021.

Your revised details w.e.f. 01-April-2021 are: -

- **Rs. 415000** as CTC (subject to applicable statutory deductions such as tax deducted at source deduction(s)).

As our business continues to evolve, our goal is to continue to strive for quality and perfection in our work. The year is going to pose several challenges and we are confident that you will rise to this challenge and continue to work with same passion and commitment to achieve 2021-22 goals.

Note: The terms of the notice period have been changed to **90 days**. Rest all the terms and conditions of the employment remain unchanged.

For Congruex Asia-Pacific LLP.

Regards,

Shashank Goyal

Director – Human Resources



Signature Not Verified

SHASHANK
GOYAL

Annexure 1

Salary Package Details (Break-Up)		
Name	Sonia	
Title	Engineer I	
CCAP ID	CCAP10545	
Base Components	Per Month (INR)	Per Annum (INR)
Basic Salary	₹ 17292	₹ 207500
House Rent Allowance	₹ 6917	₹ 83000
Statutory Bonus	₹ 1500	₹ 18000
Special Allowance	₹ 875	₹ 10500
Flexi Basket Component(s)¹	₹ 6200	₹ 74400
Employers' Contribution to Provident Fund ²	₹ 1800	₹ 21600
Total Sum of Base Components	₹ 34583	₹ 415000
Variable Component Night Shift Allowance ³	Up to ₹ 60000	
Variable Component Day Shift Allowance ⁴		
Total CTC⁵	₹ 39583	₹ 475000
Deductions	Per Month (INR)	Per Annum (INR)
Employees' Contribution to Provident Fund	₹ 1800	₹ 21600
Professional Tax	₹ 200	₹ 2400
Labor Welfare Fund	₹ 5	₹ 60

Taxation will be governed by the Income Tax rules, company will deduct tax at source as per income tax guidelines.

¹ **Flexi Basket Component(s)** - This offers you to design your compensation with flexibility within the defined framework one time in a financial year. The maximum amount for each component is fixed, however, you can choose to keep or remove the components per your tax plan, which will then be added under 'Special allowance'.

² **Employer's Contribution to Provident Fund** - This will not be paid to you in cash and will be directly deposited into your PF account with the Employees Provident Fund Department.

³ **Night Shift Allowance** - Rs.500/- (Five hundred rupees only) for each full working business night, and will be paid to you, only if you are required to work in the night shift.

⁴ **Day Shift Allowance** - Rs.150/- (One hundred and fifty) provided for each full working business day shift.

⁵ **CTC** - Total CTC payable to you will vary based on Variable Components earned in a year.

For Congruex Asia-Pacific LLP.

Regards,

Signature Not Verified

SHASHANK
Sharma

Director - Human Resources



Acknowledgment from employee

I acknowledge that I have read and received a copy of the appraisal letter and agree to abide by the policy guidelines as a condition of my employment and my continuing employment at Congruex Asia-Pacific LLP.

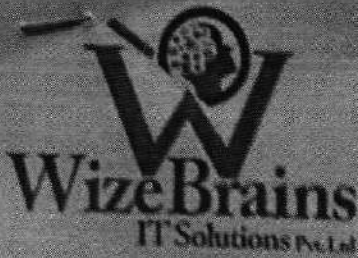
Employee Signature:

Date:



Signature Not Verified

SHASHANK
GOYAL



CIN No: U72900CH2020PTC042891

Wize Brains IT Solutions Private Limited
Plot No 10, first floor,
NetSmartz House, Rajiv Gandhi Information Technology Park
Chandigarh - 160101

Date : 10/6/2020

Dear Himani Sharma ,

With reference to your interview and subsequent discussions with us, we are pleased to offer you a position with the company as follows:

Name : Himani Sharma
Employee Code : WBIT00139
Position Title : SEO -Executive
Location : Chandigarh
Function : SEO
Commencement Date : 10/6/2020

Your CTC will be Rs. 180000 /- Per anum (One lacs eighty thousand). You will be entitled to other benefits in accordance with company policies related there to, from time to time.

Post Issuance of this appointment letter or post you're joining the company will conduct a post employment background verification of your employment, education, address and any other credentials as claimed by you while seeking your employment with Wize Brains IT Solutions Pvt Ltd. The company wishes to carry out background verification on its own or through a third party vendor. The Company reserves the right to take suitable action including termination of services if any documents /certificates /credentials furnished by you are found discrepant.

msd



(44) 48 (51)

32, 56, 78
Navdeepak Sandhu <navdeepak.ptu@gmail.com>**Infosys Ltd.- Final Selects**

Navdeepak Sandhu <navdeepak.ptu@gmail.com>
To: mrigender bedi <bedi.ptu@gmail.com>

Wed, Oct 6, 2021 at 4:05 PM

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

From: **Sarthak Sharma** <sarthak.sharma02@infosys.com>

Date: Tue, Jan 28, 2020 at 3:15 PM

Subject: Infosys Ltd.- Final Selects

To: navdeepak.ptu@gmail.com <navdeepak.ptu@gmail.com>, Navdeepak Sandhu <placements.ptu@gmail.com>


Dear Professor,

 Heartiest Congratulations !We are pleased to inform, that there are **45 final selects**.

Please find the list attached here with. Kindly share the result with the respective candidates.

We are confident that your students will be able to make a significant contribution to the success of Infosys and we look forward to a long term relationship with your institute.

Once again, many thanks for all the warmth & support extended to us in conducting the process smoothly.


(Please Note :- This is a conditional offer, Infosys Eligibility has to be met by the candidate on completing the Degree as well .)

Thanks and Regards,

Sarthak Sharma
Talent Acquisition



--
Warm regards,

Er. Navdeepak Sandhu

Deputy Director (Corporate Relations & Alumni)
President, Institution's Innovation Council under MHRD's Innovation Cell
In-charge, Nodal Agency, Punjab Government's Startup Cell
In-charge, PMYUVA Yojana
In-charge, Entrepreneurship Cell University Campuses & Affiliated Colleges
In-charge, Incubation Centre

IKG Punjab Technical University | Jalandhar - Kapurthala Highway Kapurthala-144601 | M: 94780-98040 | www.ptu.ac.in



Save Paper, Save Trees, Save the Planet..... Think before you Print

PTU Pooled Drive.xlsx
11K



msd

CANDIDATE ID	CANDIDATE NAME	CANDIDATE EMAILID
12476410	Himanshi Bansal	himanshi4708@gmail.com
13320795	Harjeevan Singh	harjeevansingh01@gmail.co
13408681	Udaishya Parmar	udaishya.1@gmail.com
13551541	Damanpreet Kaur	dkaur4381@gmail.com
13762893	Ankit .	98ankit47@gmail.com
13763001	Bistu Kumar Saha	bistukumarsaha456@gmail.c
13763002	Manisha Bhaskar	shinabhaskar99@gmail.com
13763003	Vishal Kumar Ray	vkroy2272@gmail.com
13763007	Rohan Sharma	nanitsatyan@gmail.com
13763008	Garbhit Goel.	garbhit.goel@gmail.com
13763009	Bharat Narang	bharatnarang97@gmail.com
13763010	Mohnish Tiwari	jagnetoo@gmail.com
13763011	Manpreet Singh Mahal	mahalmanpreet3@gmail.cor
13763012	Ankita Gupta	ankita.gupta1998@gmail.cor
13763015	Akshay Anand	akshayanand46@gmail.com
13763017	Rishav Badhan	rb541998@gmail.com
13763018	Shilpa Jassal	jassalshilpa56@gmail.com
13763020	Srishty .	srishty1510@gmail.com
13763022	Gursirat Singh Saini	gursiratsingh@gmail.com
13763023	Gaurav Bisht	gbisht94@gmail.com
13763024	Chetan Ghavri	ghavrichetan@gmail.com
13763026	Abhijit Kumar Boro	ghy98777@gmail.com
13763027	Harpreet Singh	harpreetaidhan.7@gmail.cor
13763028	Manpreet Kaur	kaur67931@gmail.com
13763029	Mishanpreet Singh	mmmishan99@gmail.com
13763031	Sakshi Poddar	poddarsakshi0@gmail.com
13763032	Simran Kaur	ksimransahni@gmail.com
13763033	Vidushi .	viddugupta@gmail.com
13763035	Tanvir Singh	tanveerkhalsa@gmail.com
13763036	Riya Kumra	riyakumra2407@gmail.com
13763037	Prabhjot Singh	prabhjotsingh564@gmail.co
13763039	Manish Sharma	ms2811998@gmail.com
13763042	Harmeet Singh	harmeetsingh597@gmail.co
13763043	Govinda Kumar	govindag4all@gmail.com
13763045	Deepinder Kaur	deepinderkaur433.dr@gmail
13763046	Gurvire Singh Gahir	gaggygahir23@gmail.com
13763047	Kuldeep Lamba	kuldeeplamba88@gmail.com
13763048	Sumit Kumar Singh	rajputsumitsingh0707@gma
13763049	Sudhakar Kashyap	sudhakarkashyap21@gmail.c
13763050	Sakshi Sehgal	sakseh26@gmail.com
13763051	Shreyansh Kaushik	am.shreyanshkaushik@gmai
13763052	Sourabh Saini	sourabh8113@gmail.com
13763053	Ravish Kumar Pandey	ravishpandey312@gmail.com
13763054	Hardik Goyal	hardik12goyal2@gmail.com
13763055	Arshvir Singh	a145arsh@gmail.com



CANDIDATE DOB	SPECIALIZATION	Status
11/14/1995 12:00:00 AM	Computer Science Engineerin	Offer
5/28/1997 12:00:00 AM	Computer Science Engineerin	Offer
8/1/1998 12:00:00 AM	Computer Science Engineerin	Offer
11/11/1997 12:00:00 AM	Computer Science Engineerin	Offer
7/4/1998 12:00:00 AM	Computer Science Engineerin	Offer
1/2/1999 12:00:00 AM	Computer Science Engineerin	Offer
3/13/1999 12:00:00 AM	Computer Science Engineerin	Offer
3/5/1998 12:00:00 AM	Elec. & Comm. Engg	Offer
2/7/1999 12:00:00 AM	Computer Science Engineerin	Offer
9/23/1998 12:00:00 AM	Information Technology	Offer
6/11/1998 12:00:00 AM	Computer Science Engineerin	Offer
12/13/1998 12:00:00 AM	Computer Science Engineerin	Offer
10/3/1998 12:00:00 AM	Electronics Engineering	Offer
12/30/1998 12:00:00 AM	Information Technology	Offer
8/25/1998 12:00:00 AM	Mechanical Engineering	Offer
4/5/1998 12:00:00 AM	Computer Science Engineerin	Offer
1/20/1997 12:00:00 AM	Computer Science Engineerin	Offer
10/15/1997 12:00:00 AM	Computer Science Engineerin	Offer
3/7/1998 12:00:00 AM	Computer Science Engineerin	Offer
8/7/1998 12:00:00 AM	Computer Science Engineerin	Offer
6/19/1999 12:00:00 AM	Mechanical Engineering	Offer
7/10/1998 12:00:00 AM	Elec. & Comm. Engg	Offer
12/12/1998 12:00:00 AM	Computer Science Engineerin	Offer
12/28/1999 12:00:00 AM	Computer Science Engineerin	Offer
7/5/1999 12:00:00 AM	Computer Science Engineerin	Offer
11/2/1998 12:00:00 AM	Computer Science Engineerin	Offer
7/30/1998 12:00:00 AM	Computer Science Engineerin	Offer
6/11/1998 12:00:00 AM	Computer Science Engineerin	Offer
2/26/1998 12:00:00 AM	Computer Science Engineerin	Offer
7/24/1998 12:00:00 AM	Computer Science Engineerin	Offer
9/20/1998 12:00:00 AM	Computer Science Engineerin	Offer
1/28/1998 12:00:00 AM	Computer Science Engineerin	Offer
2/14/1997 12:00:00 AM	Computer Science Engineerin	Offer
5/31/1997 12:00:00 AM	Electrical Engineering	Offer
10/23/1997 12:00:00 AM	Information Technology	Offer
10/7/1998 12:00:00 AM	Information Technology	Offer
3/8/1999 12:00:00 AM	Information Technology	Offer
12/15/1997 12:00:00 AM	Information Technology	Offer
1/21/1998 12:00:00 AM	Computer Science Engineerin	Offer
5/26/1997 12:00:00 AM	Computer Applications	Offer
10/19/1997 12:00:00 AM	Mechanical Engineering	Offer
9/14/1998 12:00:00 AM	Computer Science Engineerin	Offer
6/30/1998 12:00:00 AM	Computer Science Engineerin	Offer
8/10/1998 12:00:00 AM	Computer Science Engineerin	Offer
11/29/1998 12:00:00 AM	Computer Science Engineerin	Offer



msd

in be unable to send or receive emails until you free up space or purchase additional storage. Changes to your storage space may ta

earch mail



Fwd: *IBM Confidential: Campus - IBM Shortlist for Associate System Engineer-IK Gujra

Navdeepak Sandhu

to me *

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

From: Adyasha Sahu1 <adyasha.sahu1@in.ibm.com>

Date: Fri, Jan 24, 2020 at 12:46 PM

Subject: *IBM Confidential: Campus - IBM Shortlist for Associate System Engineer-IK Gujra Punjab Technical University, Jalandhar

To: Navdeepak Sandhu <navdeepak.ptu@gmail.com>

VC PTU <vc@ptu.ac.in>



msd



DO YOUR BEST WORK

Candidate Full Name	Gender	MOBILE_NO	EMAIL_ID	Highest Qualification YEAR_OF_P ASS	Highest Qualification	Highest Qualification Branch	College Name	Ref num
Hitika Bhatia	Female	9.216E+09	hitika.bhatia24@gmail.com	2020	B Tech	Electronics and Communication Engineering	I.K. Gujral Punjab Technical University	4115897
Manisha Choudhary	Female	8.415E+09	mc393164@gmail.com	2020	B Tech	Computer Science and Engineering	Shaheed Udham singh college of engineering and technology, Tangori, Mohali	4253947
Aakriti Bhardwaj	Female	8.557E+09	aakritibhardwaj04@gmail.com	2020	B Tech	Computer Science and Engineering	DAV Institute of Engineering and Technology	4486704
Varsha Kumari	Female	7.004E+09	vkjnv1@gmail.com	2020	B Tech	Computer Science and Engineering	Guru Nanak Dev Engineering College, Ludhiana	4613362
Awalpreet Kaur	Female	7.38E+09	awpkalsi@gmail.com	2020	B Tech	Computer Science and Engineering	Beant College of Engineering and Technology, Gurdaspur	3779750



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ZEN.CS

15.03.2021

Mr. Adarsh Kumar

Gautam Nagar , Gangjala wno11,
Near Income tax Office,
Saharsa, Bihar - 852201

Subject: Offer Letter

Dear Mr. Adarsh Kumar,

Congratulations!

With reference to your application and further discussion with you, we are pleased to offer you the position of **Associate Engineer**, in **Zen Tech Consulting Private Limited** at Mumbai, as per mutually agreed terms and conditions laid down and governed by the Company.

Please refer Annexure A for the breakup of your compensation structure.

We would like you to join us on or before **15.03.2021**, failing which the Offer stands cancelled. Please let us know your confirmed date of joining within 5 days of receiving this letter.

You will be on probation for a period of 6 months from the Date of Joining. Your confirmation of service will be based on your performance, which would be measured against the set KRAs for you. Also, you will be eligible for Company's Leave Policy after completion of 1 year with the Company.

The Notice Period is 60 days, for any shortfall in the same you need to pay to the Organisation on prorated shortfall period.

If the Company dispenses with your services without the need for you to serve the 1 month's notice, then 1 month's gross salary or a prorated amount will be paid to you in lieu of the Notice Period.

At the time of joining you are required to submit copies of the documents listed in Annexure B.

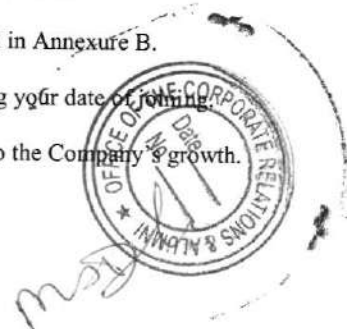
Please sign a copy of this 'Offer Letter' as a token of your acceptance indicating your date of joining.

We hope you will be able to realise your career aspirations while contributing to the Company's growth.

Yours faithfully,



For Zen Tech Consulting Private Limited



I have received and accepted the Offer

ZENTECH CONSULTING PRIVATE LIMITED

2nd Floor, Shakti 404, Opp. Gurudwara,
S. G. Highway, Ahmedabad 380054, India.
Contact : 91-79-67771900, 67771901. CIN:
U93000GJ2019PTC108251

Annexure A

Proposed Remuneration Package		
Name	Mr. Adrash Kumar	
Designation	Associate Engineer	
Department	TAC	
Location of Posting	Mumbai	
Reporting to	Mr. Arun Rajput	
Proposed Date of Joining	15.03.2021	
	PM	PA
Basic + Dearness Allowance (BDA)	29500.00	354000.00
Conveyance	1600.00	19200.00
Special Allowance	2900.00	34800.00
Total Monthly Gross	34000.00	408000.00
Take Home Salary	33800.00	405600.00

- *** The following reimbursements shall be done on actuals, on submission of the bills.
- Petrol reimbursement
 - Mobile & Data reimbursement
 - BYOD for computing devices (Bring Your Own Devices)



Annexure B

List of Joining Documents		
Sr. No.	Document	
1	Offer Letter Acceptance	
2	Higher Education degree Certificates (as indicated in the CV)	
3	Passport Size Photos (1 copies)	
4	Release Letter from previous organisation	
5	Aadhar Card (Mandatory)	
6	Pan Card (If Unavailable, declaration that Pancard is not available)	
7	Permanent address Proof	
8	Current address (if different from the permanent address)	
9	Form 12 – B for (Previous employer TDS deduction declaration)	
10	PF Continuity declaration	



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Infosys®
Navigate your next

HRD/3T/1000439188/20-21

March 8, 2021

Mr. Shreyansh Kaushik
C/O Kamlesh Kaushik,
Bada Bazar,
Shamli-247776
India

Ph: +91-9517754022

Dear Shreyansh,

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

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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19th Sept, 2020

Mr. Vivesh Dadwal
VPO Janauri,
Mohalla Ghunalian,
Hoshiarpur-144209

SUBJECT: LETTER OF INTENT

Dear Mr. Dadwal,

With reference to your interview with us & further discussion, we intend to offer you the post of **Graduate Engineer Trainee – Quality Assurance** on the roll of our company Hero Steels Limited, on terms & conditions discussed & agreed upon. You will be based at Ludhiana Office.

Kindly join your duty on or before 28th September, 2020 at Hero Steels Limited, Hero Nagar, G. T. Road, Ludhiana.

1. Photocopies of Date of birth, Educational Qualifications, relieving certificate and other related certificates
2. Five copies of recent passport size photograph
3. Original Medical fitness certificate from a qualified allopathic doctor
4. Experience certificate from previous employers
5. Salary slip/ salary proof of last employer
6. Copy of PAN Number and Aadhaar Card
7. Copy of Form-16 or taxable income certificate from previous employer (if applicable)
8. Family member's details (with date of birth)
9. Two Identity Proofs
10. 2 passport size photos with dependent family members (Applicable for ESI Only)
11. Bank Account details/ Passbook Copy

The detailed appointment letter will be issued to you on your joining the company and complying with the above joining formalities.

We welcome you to our company and wish you all the best for a long and fruitful career in Hero Group.

Yours Sincerely,


Deepak Jain
AGM – Human Resources



Regd. Office : E-1, Qutab Hotel Complex, Shaheed Jeet Singh Marg, New Delhi-110 016
Works : Hero Nagar, G.T. Road, Ludhiana - 141 003 (Pb.) INDIA
Phones : +91-161-4080000 Fax : +91-161-4080001
CIN : U28999DL2010PLC205966
www.herosteels.com / Info@herosteels.com

NAME	Mr. Vivesh Dadwal
Designation	Graduate Engineer Trainee-QA
Location Based at	Ludhiana
BASIC SALARY	7,875
HRA @ 45%	3,544
CONVEYANCE ALLOWANCE	880
WASHING ALLOWANCE	150
MONTHLY (A)	12,449
BONUS	2,091
LTA @ 8.33% of Basic	656
PF (EMPLOYER'S CONTRIBUTION) @ 12% of Basic	1,069
ANNUAL (B)	3,816
GROSS SALARY PER MONTH (A+B)	16,265

In Addition:-

- A) Gratuity As Per Rules
- B) Leave With Wages as per Rules

I SHALL JOIN ON 28th September, 2020 with required documents.

ACCEPTED
(Mr. Vivesh Dadwal)

Vivesh Dadwal



Date: 22 Sep 2020

Name: ms Jasmin Kaur Cheema
Trainee ID: TR10322308
BXII/188/5 Link Road Kapurthala Punjab

144601 144601

Dear ms Jasmin Kaur Cheema

Course Registration Letter

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 1 Year with start date 22 Sep 2020 and end date 21 Sep 2021 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.
3. During the course of this training programme you would be going through online session on the followings:
 - a. Communication Skills
 - b. Personality Development and
 - c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University. Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
 - iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.



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Doc ID: TLFF4AEABF092

TEAMLEASE SKILLS UNIVERSITY

Office: BMTC Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095. Ph: (91-80) 68243000/60012345 Fax: (91-80) 68243001
Campus: ITC Building, ITI Tarali Campus, Tarali, Vadodra 390009

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1:10

82.0 KB/S 4G LTE 94%



Offer Letter Inbox



hr Feb 20

to abhargav.ft, anuj



Dear Mr. Abhishek Bhargav

We refer to your recent interview for the position of **Executive -QC** and are pleased to inform that, we are offering you the position with our company effective 3 March 2021 under the following terms and condition.

In hand salary:-25000/per month.

Other terms and conditions will be as per applicable from time to time.

For any clarification feel free to contact us.



Ravi kumar

HR

Nectafresh Agro Foods

Vill-Rajpur Near Nadehi Sugar mill,

Jaspur U.S. Nagar (Uttarakhand)

72



Royal Research

www.royalresearch.asia

Branch Office:
59 (H Block), Binayak Enclave
Kali Charan Ghosh Road, Sinthee
Kolkata- 700050

Corporate Office:
6B Kalicharan Ghosh Road,
Sinthee, Below Corporation Bank,
Kolkata-700050.

Subject: Offer Letter

Karishma Gambhir

17, RAJENDRANATH CHATTERJEE ROAD, KOLKATA-700035, LAND MARK- ALAMBAZAR, POST OFFICE

Offer Date:04-09-2021

Joining Date:06-09-2021

Dear Karishma Gambhir,

Royal Research is pleased to provisionally offer you the position of Academic Researcher for Evening Shift. You will report directly to the HR Manager along with all your documents on the date of induction and you will be a member of our **Royal Research Project Team**. Your joining date will be as per the discussion made with you during interview. You will be working in our various Branches inside Kolkata.

In accepting our offer of employment, you agree your understanding that your employment will be on an at-will basis. It is notified that neither you nor any Company representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will be free to discontinue your employment with the Company at any time, with **15 days of advance and uninterrupted notice period**. Likewise, the Company has the right to reassign you, to change your compensation, or to terminate your employment at any time, with cause or with or without advance notice if you violate our terms & conditions. We are looking forward to your arrival at our company and are confident that you can play a key role in our company's growth. You need to accept the offer, thereby confirming your date of joining.

Designation: Academic Researcher

Employee Status: Probation

Availability: Full Time

Shift: Evening Shift **Office Hours:** 2 PM to 8.15 PM

Reporting Place: 59 (H-Block), Binayak Enclave, Kali Charan Ghosh Road, Sinthee, Near More Supermarket, Kolkata - 700050

Remuneration: 15000 INR (Per Month CTC)

Night Allowance: Not Eligible

Thanks and Regards

Royal Research



This is digital copy. You don't need to do physical signature here.

www.royalresearch.asia

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Fwd: LOI for the Position of PGT - Q.C

2 messages

Saloni Sharma <salonish2@gmail.com>
To: binniganesh04@gmail.com

Fri, 17 Sep 2021 at 1:36 pm

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

From: **Indu Bala** <hrd@foodcoast.com>
Date: Tue, 27 Jul, 2021, 3:06 pm
Subject: LOI for the Position of PGT - Q.C
To: <salonish2@gmail.com>
Cc: <aradhana@foodcoast.com>

Dear Ms. Saloni

Greetings of the day !

Thank you for meeting us to pursue an employment opportunity with our organization.

Subsequent to the successful interview you had with us, we are pleased to inform that you have been selected as **Post Graduate Trainee - Quality Control** as per mutually agreed Terms and Conditions. While this offer of appointment is being made for **Quality Control** department, but the management reserves the right to utilize your services in any of our group companies located elsewhere in India either in existence or which may come into existence. You are hereby instructed to send us the acceptance of the Offer via return mail within 48 hours of receipt of this mail. You can join us on or before **28th July 2021**

You are advised to bring the below detailed documents on the day of your joining.

- Photo copy of qualification certificates
- Medical Fitness Certificate
- Copy of Aadhaar Card/PAN Card
- Recent 4 passport size photographs



In case of any query please contact undersigned at Telephone No: 7527099950

Thanks & Regards

Human Resource Management

Description: Description: Description: Description: Description: Description: Description: FCI Logo

Foodcoast International

A-23A, Focal Point Extension

Jalandhar, Punjab

India- 144004

Mobile No : 7527099950

Phone no : +91-181-5077771, 5077772

Fax no : +91-181-5077773

email : hrd@foodcoast.com

Rajjeet Singh <binniganesh04@gmail.com>

Fri, 17 Sep 2021 at 2:54 pm

Draft

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

From: **Saloni Sharma** <salonish2@gmail.com>

Date: Fri, 17 Sep 2021, 1:36 pm

Subject: Fwd: LOI for the Position of PGT - Q.C

To: <binniganesh04@gmail.com>

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

From: **Indu Bala** <hrd@foodcoast.com>

Date: Tue, 27 Jul, 2021, 3:06 pm

Subject: LOI for the Position of PGT - Q.C

To: <salonish2@gmail.com>

Cc: <aradhana@foodcoast.com>

Dear Ms. Saloni

Greetings of the day !

Thank you for meeting us to pursue an employment opportunity with our organization.

Subsequent to the successful interview you had with us, we are pleased to inform that you have been selected as **Post Graduate Trainee - Quality Control** as per mutually agreed Terms and Conditions. While this offer of appointment is being made for **Quality Control** department, but the management reserves the right to utilize your services in any of our group companies located elsewhere in India either in existence or which may come into existence. You are hereby instructed to send us the acceptance of the Offer via return mail within 48 hours of receipt of this mail. You can join us on or before **28th July 2021**



You are advised to bring the below detailed documents on the day of your joining.

- Photo copy of qualification certificates
- Medical Fitness Certificate
- Copy of Aadhaar Card/PAN Card
- Recent 4 passport size photographs

In case of any query please contact undersigned at Telephone No: 7527099950

Thanks & Regards

Human Resource Management

Description: Description: Description: Description: Description: Description: Description: FCI Logo

Foodcoast International

A-23A, Focal Point Extension

Jalandhar, Punjab

India- 144004

Mobile No : 7527099950

Phone no : +91-181-5077771, 5077772

Fax no : +91-181-5077773

email : hrd@foodcoast.com



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3:59



ANJALI HR 28 Nov 2020



to me, UN, AJAY, Anil

OFFER LETTER

Date – 28-11-2020

Dear Nikita,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "Trainee-Chemist" in our organization. Salary as per discussed.

We would expect from you to join our organization on or before 14/12/2020 along with the following documents.

1. Proof of age (High school passing certificate-2 copy)
2. Copy of All education Certificates & Mark sheets (from 10th Onwards)
3. Two references
4. Seven passport size photo
5. Address Proof (2 Copy), PAN Card (2 Copy)
6. Copy of Bank Account Passbook (2 copy)
7. Adhaar – Card (2 copy)
8. Last Appointment Letter (if applied)
9. Last Drawn Salary Slip (if applied)
10. Experience Certificates (if applied)
11. UAN Number/P F Number/ ESI Number (if applied)
12. Medical Fitness Certificate
13. Medicals (Pathology test (Blood Test for jaundice)), Eye Test, Blood Group Reports.
14. Nominee Details (photostat - Adhaar card, 1 Photo, Bank details)



The letter of offer is subject to clearing the pre Employment medical Fitness certificate with a registered Medical practitioner.

3:59



< Proof of age (High school passing certificate-2 copy)
Copy of All education Certificate & ...
Outwards

3. Two references
4. Seven passport size photo
5. Address Proof (2 Copy), PAN Card (2 Copy)
6. Copy of Bank Account Passbook (2 copy)
7. Adhaar – Card (2 copy)
8. Last Appointment Letter (if applied)
9. Last Drawn Salary Slip (if applied)
10. Experience Certificates (if applied)
11. UAN Number/P F Number/ ESI Number (if applied)
12. Medical Fitness Certificate
13. Medicals (Pathology test (Blood Test for jaundice)), Eye Test, Blood Group Reports.
14. Nominee Details (photostat - Adhaar card, 1 Photo, Bank details)

The letter of offer is subject to clearing the pre Employment medical Fitness certificate with a registered Medical practitioner.

Please sign this letter as a token of acceptance for the same.

For Brindavan Beverages (P) Ltd.

With Warm Regards,
Anjali Gupta | Human Resources



Brindavan Beverages Pvt. Ltd.
Coca Cola Bottling Plant
Mobile : (+91)7088002943



AAYUKART PRIVATE LIMITED

H1-2213, RIICO INDUSTRIAL AREA, RAMCHANDRAPURA,
SITAPURA EXTENSION, JAIPUR, RAJ- 303905 IN

Date: 16.08.2021

To,
MS. ANANYA SHARMA
122C/10, Purana Bazar,
Sunder Nagar, Mandi, HP-175019
E-mail: ananyaangelsharma@gmail.com
Mob.: +919459362078

SUBJECT: LETTER OF APPOINTMENT

Dear Ms. Ananya,

With reference to your application for employment and subsequent interviews held at our office, we have the pleasure to inform you that the management has decided to appoint you as a **Analyst (QC)** on the following terms and conditions.

1. **Position: Employment Period**

Post: The Company hereby employs the Employee as its '**Analyst (Quality Control)**'.

Period: and the Employee hereby agrees to serve in such capacity, for the period beginning **16.08.2021** and ending on the date on which the Employee's employment is terminated in accordance with paragraph 8, 12 & 15 below (the "Employment Period").

Probation: The initial Period of probation will be six months, but the Management reserves the right to Extend this period, if necessary. Based on your performance your services will be confirmed with the company in written after six months.

Place of Posting: Initially, employee will be posted at Factory Premises of the Company at **Sitapura Industrial Area, Jaipur, Rajasthan** and report to **Sh. Devendra Sharma, Manager (QC)** or any other person nominated by the company. However, employee services could be transferred to any other Departments /Divisions/Factories of the Company, anywhere in India. Notwithstanding employee initial appointment in this Company, employee services may be assigned by the Company to any other Company of the **Aayukart Group**. Employee may also be assigned such other duties as may become **Aayukart Pvt. Ltd.** at the discretion of the Management in any Branch or Office of the Company and/or its subsidiaries or to any of its other Associate Companies.

Hours of Work: -The company's core hours of operation are Monday to Saturday from **9:00 am to 6:00pm**. Employees are expected to work a minimum of **08** hours per day. The company reserve the right to change your working days and hours.

CIN: U51909RJ2017PTC057333

GSTIN : 08AAPCA24058124



2. Performance of Duties & Responsibilities:

Analyst (Quality Control) performs a number of highly important roles within an organization. You are responsible for as under:

- Evaluate new technologies and methods to make recommendations regarding their use
- Coordinate testing with contract laboratories. Write technical reports or documentation such as deviation reports
- Testing protocols, and trend analyses
- Supply quality control data necessary for regulatory submissions
- Receive and inspect raw materials
- Monitor testing procedures to ensure that all tests are performed according to established item specifications, standard test methods, or protocols etc.

Core responsibilities of the 'Analyst (Quality Control)' can be changed time to time as per company.

3. Compensation

Subject to the following provisions of this Appointment letter, during the Employment Period the Employee shall be compensated for his services as follows:

- You will get an annual CTC of **Rs 1,99,740/-** (Rupees One Lakh Ninety-Nine Thousand Seven Hundred and Forty Only) the details of breakup given as per attached **Annexure-1**.
- Payable in monthly or more frequent installments.
- Subject to such increases as may from time to time be determined by the Management of the company.

4. Leaves:

You will be eligible to benefits of the company's leave rules on your confirmation in the company's service. Absence for a continuous period of 10 days without prior approval of your supervisor will result in termination of your employment without any further notice.

5. Competing Businesses

During the period of employment, the Employee shall not be employed by or otherwise engage in or be interested in any business in competition with the Company, or with any of its subsidiaries or affiliates, except that the Employee's investment in any such business shall not be considered a violation of this paragraph if the Employee owns less than 5% of the equity thereof.

6. Confidentiality

During and after the Employment Period, the Employee will not divulge or appropriate to his own use or to the use of others, in competition with the Company, any secret or confidential information or knowledge pertaining to the business of the Company, or of any of its subsidiaries, obtained by him in any way while he was employed by the Company or by any of its subsidiaries.

7. Remedies

If at any time the Employee violates to a material extent any of the covenants or Appointment letter s set forth in paragraphs 5 and 6, the Company shall have the right to terminate all of its obligations to make further payments under this Appointment



9. Notices

Any notice required or permitted to be given under this Appointment letter shall be sufficient if in writing and if sent by registered mail/Email to the Company at its principal executive offices or to the Employee at the last address filed by him in writing with the Company, as the case may be.

10. Non-Assignment

The interests of the Employee under this Appointment letter are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

11. Successors

This Appointment letter shall be binding upon, and inure to the benefit of, the Company and its successors and assigns and upon any person acquiring, whether by merger, consolidation, purchase of assets or otherwise, all or substantially all of the Company's assets and business and the Employee or his successors, agent, representative, legal heir etc.

12. Non-Solicitation

Employee hereby agree that, while Employee are employed by **Company** and for one (1) year following the termination of your employment with **Company**, you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any **Company** employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of **Company** in a manner that conflicts with or interferes in the business of **Company** as conducted with such customer or supplier.

13. Representation

Employee hereby represent and warrant to **Company** that Employee are not party to any written or oral Appointment letter with any third party that would restrict Employee's ability to enter into this Appointment letter or the Confidentiality and Proprietary Information Appointment letter or to perform Employee's obligations hereunder and that Employee will not, by joining **Company**, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.

14. Resignation

Employee wish to resign own employment with **Company**, Employee will be required to provide 30 days written notice to the company or in lieu of the notice one month salary may given.

15. Other conditions

- a. This appointment is also subject to a satisfactory report from your former employers, based on the references given by you.
- b. Employee shall automatically retire from the service of the Company on attaining the superannuating age of 58 years. You will be expected to provide acceptable evidence of your date of birth at the time of joining the company.



- c. All other standard and general rules, practices and policies of the Company as existing now and which may be amended from time to time will be applicable to Employer and Employee will be expected to abide by the same.
- d. Employee is required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its Subsidiaries or Associate Companies, in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.
- e. Employee is required to devote your total attention and abilities exclusively for the business of the Company. Employee will respect, obey and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. Employee shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever or hold any office of profit or accept any other emoluments without previous consent in writing of the Company. Breach of this condition could lead to immediate termination without notice.
- f. During the course of your employment and if the nature of your business so requires, the Company may send Employee for specialized training within India or overseas in order to enable Employee to perform more effectively. In such an event you will be required to execute a training bond with the Company.
- g. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof.
- h. The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.
- i. The Company lays emphasis on all statutory compliances and you should ensure compliance with various statutes in your area of operations including Insider Trading Regulations.

16. Legal Advice

If Employee uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.

17. Applicable Law

The provisions of this Appointment letter shall be construed in accordance with the laws of the India.

18. Amendment

The Company/Employer shall have the exclusive right to change any terms of this agreement any time but subject to the intimation to Employee in writing.

19. Jurisdiction

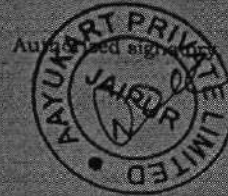
Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of Jaipur, Rajasthan (India) for the adjudication of any dispute hereunder or in connection herewith.



We heartily congratulate and welcome you to the family of AAYUKART PVT. LTD.

Yours truly,

For and on behalf of
AAYUKART PRIVATE LIMITED



EMPLOYEE'S ACCEPTANCE:

I hereby acknowledge receipt of this letter and accept the offer contained therein and the terms and conditions attached thereto.

Date: 16/08/2021

Place: Jaipur

Shanay
30/09/21
Employee's Signature.



ਡਾਇਰੈਕਟੋਰੇਟ, ਸਿਹਤ ਤੇ ਪਰਿਵਾਰ ਭਲਾਈ, ਪੰਜਾਬ
ਪਲਾਟ ਨੰ: 5, ਪਰਿਵਾਰ ਕਲਿਆਣ ਭਵਨ,
ਸੈਕਟਰ 34-ਏ, ਚੰਡੀਗੜ੍ਹ
e5dhsponjab404@gmail.com

ਦਫ਼ਤਰੀ ਹੁਕਮ

ਨੰ: ਈ5(1)-ਪ-2020/ 4686

ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ: 30-12-2020

ਇਸ ਦਫ਼ਤਰੀ ਹੁਕਮ ਰਾਹੀਂ ਸਿਹਤ ਵਿਭਾਗ, ਪੰਜਾਬ ਅਧੀਨ ਫਾਰਮਾਸਿਸਟ (ਫਾਰਮੇਸੀ ਅਫਸਰ) ਦੀ ਭਰਤੀ ਸਬੰਧੀ ਰਸਿਸਟਰਾਰ, ਬਾਬਾ ਫਰੀਦ ਯੂਨੀਵਰਸਿਟੀ ਆਫ਼ ਹੋਲਡਿੰਗ ਸਾਇੰਸੀਜ਼, ਫਰੀਦਕੋਟ ਵਲੋਂ ਲਈ ਗਈ ਪ੍ਰੀਖਿਆ ਦੀ ਮੋਰਿਟ ਅਤੇ ਵਿਭਾਗੀ ਚੋਣ ਕਮੇਟੀ ਦੀਆਂ ਸਿਫਾਰਸ਼ਾਂ ਅਨੁਸਾਰ ਹੇਠ ਦਰਸਾਏ ਯੋਗ ਉਮੀਦਵਾਰਾਂ ਨੂੰ ਫਾਰਮਾਸਿਸਟ (ਫਾਰਮੇਸੀ ਅਫਸਰ) ਦੀ ਆਸਾਮੀ ਤੇ ਪੰਜਾਬ ਸਰਕਾਰ, ਵਿੱਤ ਵਿਭਾਗ, ਵਿੱਤ ਪ੍ਰਸੇਨਲ-1 ਸ਼ਾਖਾ ਦੇ ਪੱਤਰ ਨੰ: 7/42/2020/5ਐਫ.ਪੀ.1/741-46 ਮਿਤੀ 17-07-2020 ਅਤੇ ਐੱਫ.ਪੀ. ਨੰ: FD-FP-10PYSC/13/2020/4FP1/766 ਮਿਤੀ 20-07-2020 ਰਾਹੀਂ ਜਾਰੀ ਹਦਾਇਤਾਂ ਦੀ ਰੋਸ਼ਨੀ ਵਿੱਚ ਮੁੱਢਲੀ ਤਨਖਾਹ 29,200/- ਰੁਪਏ (ਲੈਵਲ-5) ਵਿੱਚ ਉਨ੍ਹਾਂ ਦੇ ਨਾਵਾਂ ਸਾਹਮਣੇ ਦਰਸਾਏ ਅਨੁਸਾਰ ਆਰਜ਼ੀ ਤੌਰ ਤੇ ਨਿਯੁਕਤੀ ਦੀ ਪੇਸ਼ਕਸ਼ ਕੀਤੀ ਜਾਂਦੀ ਹੈ: -

ਲੜੀ ਨੰ	ਕਰਮਚਾਰੀ ਦਾ ਨਾਮ	ਪਿਤਾ ਦਾ ਨਾਮ	ਕੈਟਾਗਰੀ	ਘਰ ਦਾ ਪਤਾ	ਨਿਯੁਕਤੀ ਉਪਰੰਤ ਅਲਾਟ ਕੀਤਾ ਜਾਣ ਵਾਲਾ ਸਟੇਸ਼ਨ
1)	SHIKHA SIDHU	RAJ KAMAL SIDHU	14-SC(M&B)	V.P.O. Shankar, Patti.Takhar, Teh. Nekodar, Distt. Jalandhar.	ਸੀ.ਐਚ.ਸੀ. ਬਸਤੀ ਗੁਜਾਂ (ਜਲੰਧਰ)
2)	AMANDEEP KAUR	HARCHAND SINGH	14-SC(M&B)	House no-381,W-9,Nanak Nagri Moga-142001	ਮਿੰਨੀ ਪੀ.ਐਚ.ਸੀ. ਸੁਖਾਨੰਦ (ਨੱਠੀ ਭਾਈ) ਮੋਗਾ
3)	PANKAJ KALYANI	BALBIR SINGH	14-SC(M&B)	H.NO.1760, BHUSHANPURA, INSIDE SULTANWIND GATE, Amritsar	ਸੀ.ਐਚ.ਸੀ. ਘੁਮਾਣ (ਭਾਮ) ਗੁਰਦਾਸਪੁਰ
4)	JASDEEP SINGH	DIPINDER PAL SINGH	14-SC(M&B)	House no 21, ward No-1 Arjun Nagar Rajpura.	ਈ.ਐਸ.ਆਈ. ਡਿਸਪੈਂਸਰੀ, ਪਟਿਆਲਾ
5)	RUPINDER KAUR	SHINDER PAL	14-SC(M&B)	V. P. O Hamira, distt kapurthala: Punjab	ਸਿਵਲ ਹਸਪਤਾਲ, ਕਪੂਰਥਲਾ
6)	SHUBHCHINTAK KAUR	CHHINDER PAL SINGH	14-SC(M&B)	plot no.2,opp.bhabha high school.sandhu colony,88 feet road,majitha road,Amritsar	ਮਿੰਨੀ ਪੀ.ਐਚ.ਸੀ. ਗਿੱਲ ਮੋੜ (ਕਾਹਨੂਵਾਨ) ਗੁਰਦਾਸਪੁਰ
7)	JAGVEER SINGH	SUKHDEV SINGH	14-SC(M&B)	Vpo charik ,sarkaar patti, near veterinary hospital, distt.moga(142001)	ਈ.ਐਸ.ਆਈ. ਹਸਪਤਾਲ, ਜਲੰਧਰ
8)	NAVDEEP SINGH	VIJAYPAL SINGH	14-SC(M&B)	Village- Mandlaia khurd, P.O.- Bija , Teh. Samrala , pin - 141412	ਮਿੰਨੀ ਪੀ.ਐਚ.ਸੀ. ਕਾਲਖ (ਪੱਖੋਵਾਲ) ਲੁਧਿਆਣਾ
9) ✓	JAGROOP KAUR	RAM SINGH	14-SC(M&B)	H.NO - 287 BIDHIPUR PHATAK NEAR NURSING COLLEGE, JALANDHAR, PUNJAB - 144805	ਮਿੰਨੀ ਪੀ.ਐਚ.ਸੀ. ਤਲਵਾਂ (ਬਿਲਗਾ) ਜਲੰਧਰ





jivo wellness

Date: 27/5/2018

To,
Mr. Deepak Vishwakar,
Kripalu Bhawan, Harchawala, Tapowan Road, Rajpur, Dehradun, 248008
Mobile: 8077973152.

OFFER LETTER

Dear Mr. Deepak Vishwakar,

Welcome to Jivo Wellness Pvt. Ltd.

It gives us great pleasure to offer you the role of **SALES OFFICER** at **JIVO WELLNES PRIVATE LIMITED**. Initially you will be in training for the period of 15 days. Post completion of training your area in GT/MT/Institutional Sales will be finalized & you will be posted to any location in India.

The fix salary offer (CTC) is INR 2,64,000/- (Rupees Two Lakh Sixty Four Thousand Only) computed annually in accordance with standard payroll practice of "Jivo Wellness Pvt. Ltd." for salaried employees. Apart from Fix salary variable component includes outstation DA, Local TA & target based incentive. TA & DA differs for city to city same will be shared once location is allocated to you. (TA/DA/Incentive is for sales staff only).

The job role offered is very important, which includes dealing with important and sensitive information, records and such other matters of the Company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of Jivo Wellness Pvt. Ltd. The management can terminate you with 30 days notice or Compensation. In case you are found guilty of insubordination, insolence, gross negligence or dereliction of duty, dishonesty or embezzlement or of conduct prejudicial to the company's interest, also any misconduct with our customer/dealer would be inviting termination of services.

You will be on 6 months' probation period.

We look forward to you joining our team on 07th June 2018 at Delhi Head office for joining formalities followed by 15 days training.

We take this opportunity to welcome you as integral part of Jivo Wellness Pvt. Ltd.

Kind Regards

Jivo Wellness PRIVATE LIMITED

(Authorized Signatory)

I Accept the offer.
Deepak
Deepak Vishwakar

Regd. Office: J-3/190, Nehru Market, Rajouri Garden, New Delhi-110027

Ph: 011-65155566 • info@jivo.in • www.jivo.in

Branch: 103, Phase - IV, Industrial Estate, HSBC, Kundli, Distt. Sonapat, Haryana - 131022

CIN No.: U85100DL2010PTC28

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Date: 3-Nov-2020

Letter of IntentDear **Pawan Kumar,**

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

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore.
2. Your compensation on a cost to company basis will be **INR 3,05,040/-** (Details of which you can find below)

Client Acquisition Manager		
Grade: E1	Level: Junior Executive	Band: B2
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		1,80,000
HRA		60,320
Performance Allowance		27,480
Statutory Bonus		7,000
Gross Salary		2,74,800
Employer's Contribution for PF		21,600
Gratuity (As per Act)		8,640
CTC		3,05,040

CTC of Rs.2,00,000/- during initial period of 3 months from Date of Joining and thereafter the abovementioned CTC will be applicable

- Performance Allowance is based on the achievement of your respective KRA (Key Result Areas) which will be evaluated and paid on monthly basis.
- The service agreement will be of **1 Year** with training cost of **INR 75,000/-**, duly recoverable in case of not completing the set tenure.
- The notice period applicable to you would be **1 Month**.

3. This appointment will be subject to you being found medically fit.
4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.



5. **This appointment will be subject to submission of Passport Copy/ Passport Appointment Letter and NISM Certificates (Investment Advisor Level 1 and 2) on the date of joining.**
6. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
7. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
8. Organization is also providing food facility at the office which includes breakfast and lunch on all working days. The total cost of the facility is Rs 2700 out of which Rs 1500 is paid by employee and Rs 1200 is paid by the employer. This is a mandatory benefit for all employees.
9. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **5th Nov**, henceforth, offer will be forfeited.

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

Regards,

Gaurav Garg
Head – HR
CapitalVia Global Research Limited



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Cognizant



20-Jan-2021

Surbhi Kumari

B.Tech/B.E. Computer Science & Engineering
Punjab Technical University, Punjab

Dear Surbhi,

Further to our offer for the position of Programmer Analyst Trainee and in response to your confirmation into the Internship opportunity we had extended, we are pleased to offer you an **Internship** with us for a **period of 3 to 6 months**, during which you will be offered a stipend Amount of **INR 12000/-** per month based on the Internship performance and completion.

Actual Internship dates and duration would be based on the business demand aligned skill tracks offered to you and would be shortly communicated to you.

Cognizant Internship being a pre joining skill and capability development program, it would form a critical part of your employment with Cognizant.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The performance during Internship would be monitored through formal evaluations.

The Cognizant Internship completion would qualify as the entry criteria to your post joining training program and would be used as basis towards your allocation to projects/roles.

Prior to joining Cognizant, you must successfully complete the prescribed Internship program. In event of non-completion of the Internship, Cognizant may at its sole discretion revoke this offer of employment.

Please also note that:

- The Internship Training will be done from Monday through Friday for 8 hours from 9 am to 6 pm (IST).
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with attendance requirements. Pre-approvals are to be sought towards unavoidable leave or break requests from the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship plan
- Cognizant reserves clauses regarding IT infra if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant GenC program terms and conditions from time to time

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, ~~at all times~~ as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority.

You will also be required to submit the following documents at the time of reporting:

- Photocopy of your Passport & Visa



RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Suresh Bethavandu

Global Head-Talent Acquisition

I accept the terms and conditions of the offer as mentioned above.

Signature:

Date:



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You're out of storage space and will soon be unable to send or receive emails until you free up space or purchase additional storage. Changes to your storage space may take up to 24 hours to update.

Gmail

Search mail

Compose

Inbox 170

Starred

Snooded

Important

Sent

Drafts 47

Categories

Social 1,266

Meet

New meeting

Join a meeting

Hangouts

Hangouts

No recent chats
Start a new one

From: Madhumita Murali <madhumita.m@hcl.com>

Sent: 11 June 2021 16:06

To: Navdeepak Sandhu <navdeepak.sandhu@hcl.com>; Mridender Singh Bedi <mbedi@hcl.com>

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>; Ketan Avora <ketan.a@hcl.com>; Preeti Sharma <preeti.sharma@hcl.com>; Poorvaja Senthil Kumar <poorvaja.senthil@hcl.com>

Subject: RE: HCL || I K Gujral Punjab Technical University || Virtual Campus Drive - May 2021

Classification: Public

Dear sir,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with HCL, please communicate to the respective students on his/her selection with HCL.

S.No.	Student Name	Email	Graduation Specialisation/Branch
1.	Manginder Singh	singhsonu.manginder151@hotmail.com	CSE
2.	Raghav Sethi	raghav.sethi@hcl.com	CSE
3.	Sanandeep Singh	sanandeep.singh8722@gmail.com	CSE
4.	Prateek Dhanwal	prateek.dhanwal90@gmail.com	CSE

Important Points:

1. CTC offered : INR 5.5 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and shifts, willing to learn.
3. Selected Candidates should be willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their joining with HCL is subject to bioV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 75% throughout academics (10th, 12th/Diploma & Graduation) & no backlogs.
2. B.E/B.Tech Graduation passing Year 2021 & Specialization in CSE only.



EMPLOYMENT OFFER LETTER

Capgemini Ref: 4908330 /941084,

09/08/2021,

Ankur Raj Singh
L-1007, Tanish Orchid Phase 2,,Near Charholi phata, Pune,
Pune ,Maharashtra,
India

Confidential

Dear Ankur Raj Singh,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **09/09/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Pune**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:



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HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC0345369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 506 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 28, 2021

Dear Manjinder Singh,
H. no. 2, New enclave
nagra road, behind new sabzi mandi, Jalandhar,
Punjab, India, 144021

Dear Manjinder Singh, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **July 29, 2021** at 9:00 A.M at the following address **Noida SEZ-Tower2-U1-All Floors**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards



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22-Mar-2021

Dear Vikrant Sharma,
B.Tech/B.E., Computer Science & Engineering
Punjab Technical University, Punjab

Candidate ID – 15613514

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

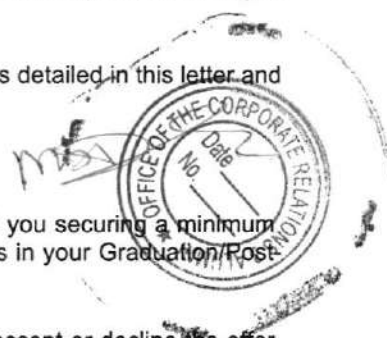
1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

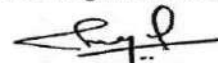
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources



I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Vikrant Sharma

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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Offer: Computer Consultancy
Ref: TCSL/DT20206610777/Delhi
Date: 17/04/2021

Mr. Vasu Kaushik
House No.101 Street No.3 Firozpur Cantt,
Firozpur,
Firozpur-152001,
Punjab.
Tel# 91-6239547712

Dear Vasu Kaushik,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions).

TCS Confidential
TCSL/DT20206610777

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

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



MSD 1



PENTAIR WATER INDIA PVT LTD
+91.120.419 9444 main
+91.120.419 9400 fax
Green Boulevard, 8-9/A, 7th Floor

Tower B, Sector www.pentair.com- 62, Noida - 201301, INDIA

CIN No: U29197GA1996PTC002193

21st May 2021

Sanamdeep Singh,
S/O: Jaswinder Singh,
H.no 120, Near Gurudwara Sahib,
Sherpur Khurd, Ludhiana,
Punjab -141010

Sub: Letter of Offer

Dear Sanamdeep,

With reference to your application and subsequent discussions, we are pleased to offer you the position of **Trainee Associate Engineer** based at Noida.

We would like to offer you a Cost To Company of **Rs. 5,00,000/-** (Five Lacs Only) the details of which are given in Annexure - 1.

This offer is subject to your overall medical fitness and satisfactory Reference Checks. You will have to undergo a fitness test at the Company specified facility, cost of which will be borne by the Company. Additionally, you are required to produce the following documents immediately upon joining:

1. Internship Letters.
2. Educational certificates.
3. Testimonials - Character and Experience certificates.
4. Two passport size photographs.

This offer of employment is being made to you on the explicit understanding that you will join the Company on or before **1st July 2021** and confirm such an understanding on or before **25th May 2021** failing which the offer will cease to be valid unless extended by us in writing.

Please return the duplicate with your sign in acceptance indicating your expected date of joining.

Please feel free to get in touch with us in case you need any clarifications.

For Pentair Water India Pvt. Ltd.

Sunil

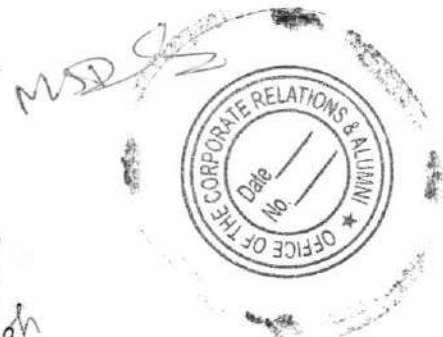
Sunil Tyagi
Manager HR & Admin

Declaration:

My expected joining date will be 1st July 2021.

Sanamdeep Singh

Sign



86



Offer: Computer Consultancy
Ref: TCSL/DT20195671079/Delhi
Date: 11/01/2021

Mr. Robin Kumar
SohdihDargahpar,
Sohsarai,
Bihar Sharif-803118,
Bihar.
Tel# 91-7903395767

Dear Robin Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20195671079

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800-209 3111 Email: careers@tcs.com



MSB



Offer: Computer Consultancy
Ref: TCSL/DT20206670807/Delhi
Date: 17/04/2021

Mr. Prince Pritam
53Janki Prasad Lane,
Mundichak,
Bhagalpur-812001,
Bihar.
Tel# 91-9504376044

Dear Prince Pritam,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions).

TCS Confidential
TCSL/DT20206670807

TATA CONSULTANCY SERVICES

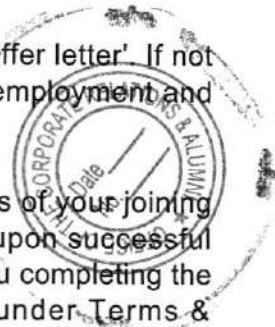
Tata Consultancy Services Limited

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



**BORDER SECURITY FORCE (COMN SET-UP)
(MINISTRY OF HOME AFFAIRS)
GOVT OF INDIA**

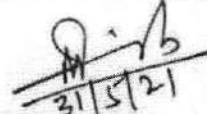
**जरूरी सूचना
IMPORTANT NOTICE**

In continuation to the Final Merit List published on 26th Mar 2021, Offer of Appointment letter in respect of selected candidates have been issued through Registered Post in self-addressed envelope provided by each candidate, with direction to join/ report at the place mentioned against each on **02nd July 2021** for Basic Recruit Training. The place of reporting for Basic Recruit Training is attached as per **Appx- "A" to Appx- "F"**. Candidate must bring their valid phone ID proof and Admit Card.

You will be required to produce following original documents along-with a photocopy of each duly attested by a Gazetted/ Commissioned Officer on reporting at the Centre to complete the appointment formalities.

- i) Certificate of age proof (matriculation or equivalent School leaving certificate).
- ii) Character certificate issued by Gazttd Officer duly countersigned by DM/ DC/ SDO/SDM and above with concerned office stamp (Proforma enclosed as per Appx-G).
- iii) Original Caste Certificate, if you are claiming to be belonging to a Scheduled Caste/Scheduled Tribe/OBC/EWS or hilly area.
- iv) Original Educational Certificate.
- v) Discharge/release certificate from present department in the prescribed format if you are presently in Government/ Semi Government service.
- vi) Your recent 05 passport size photographs along with PAN Card and Aadhaar Card.
- vii) In case, you are/ have been prosecuted, arrested, convicted, imprisoned, bound over, interned, externed or otherwise dealt with under any law in India or outside, the copies of related documents and orders passed by the court.
- viii) Open an account in State Bank of India and come along with ATM card, Passbook and cancelled cheque of candidate's bank account number with IFS Code.
- ix) In addition to your personal belongings (bedding and requisite clothing) you are also required to bring ₹ 5000/- to meet your pocket expenditure for two (02) months.



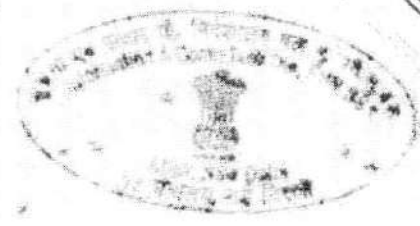

(MAN SINGH)
2IC (C- Estt/Rectt)
FHQ BSF, New Delhi



**LIST OF HC/RO EARMARKED FOR BRT AT 177 BN BSF HISAR
HISAR (HARYANA) PHONE NO.0166-2281900**

APPENDIX-"E"

SNO	ROLL NUMBER	NAME OF CANDIDATE	FATHER'S NAME	DATE OF REPORTING	BRT AT
291	119252100195	DHARMENDER	S/O GOPI CHAND	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
292	119242301553	RAJAN YADAV	S/O BAGGA YADAV	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
293	119251500047	PARMOD	S/O SUNIL	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
294	119212201024	PANKAJ KUMAR JANGIR	S/O YADRAM JANGIR	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
295	119242302192	ANUJ KUMAR KUSHWAHA	S/O MUNNILAL KUSHWAHA	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
296	119222100048	AKSHAY KUMAR	S/O RAJ KUMAR	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
297	119212200554	GAJENDRA GURJAR	S/O RAMESHWAR PRASAD	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
298	119210400043	HEMANT CHOUDHARY	S/O AMRA RAM	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
299	119240300378	MUKESH KUMAR	S/O KULDEEP SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
300	119241503189	VIKASH KUMAR	S/O RAMESH KUMAR	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
301	119212302032	KHURRAM ALI	S/O TAHIR ALI	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
302	119250600062	ASHUTOSH PATRA	S/O KAILASH PATRA	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
303	119212200001	ROHIT	S/O SANJAY KUMAR	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
304	119212200170	AVINASH SHARMA	S/O BRAJMOHAN SHARMA	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
305	119211500999	SHIVAM	S/O RAJESH KUMAR	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
306	119242300946	SAURABH RAWAT	S/O VINOD KUMAR RAWAT	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
307	119242200787	JITENDRA BURDAK	S/O JAMAN SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
308	119242201254	PAWAN KUMAR	S/O BALBEER SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
309	119220200149	JOHNY MANGOTRA	S/O ANCHAL KUMAR	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
310	119242303068	SHIVAM YADAV	S/O AJMER SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
311	119242100133	PAWAN KUMAR	S/O RAN SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
312	119210300714	MANOJ KUMAR	S/O VIJAY SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
313	119240401149	MAHENDRA RAYAL	S/O SHRAWAN LAL	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
314	119211500567	GAURAV BALIYAN	S/O RAJVEER SINGH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
315	119212200749	SHIV RAJ PRAJAPAT	S/O BHURA MAL	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
316	119242200538	SUNIL SAINI	S/O LAXMAN SAINI	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
317	119211300016	ARBAZ QURESHI	S/O RIZWAN QURESHI	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
318	119240400586	ASHWANI	S/O ROHTASH	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011
319	119210400984	NITESH KUMAR	S/O SATYAVEER YADAV	02 JULY 2021	177 BN BSF, Hissar Haryana - 125011



28-Apr-2021



Dear Mehul Kansal,
B.Tech/B.E., Computer Science & Engineering
Punjab Technical University, Punjab

Candidate ID – 15613482

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college document accepted electronically on 5 April 2021 9:38 AM effective from 2021-07-14. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Handwritten signature/initials.

90



PERITUS

Peritus AI Private Limited
311 Raheja Chambers, Free Press Journal Marg
Nariman Point, Mumbai - 400 021 India
CIN: U72900MH2017PTC300389

Dated 25th March 2021

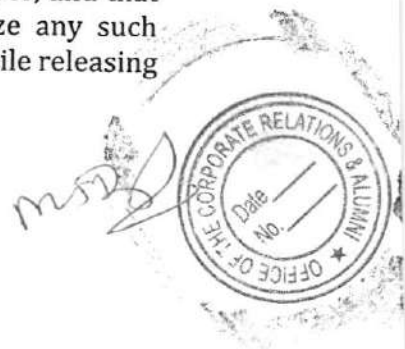
Lakshay Angrish

Dear Lakshay:

I am pleased to offer you the position of Software Engineer with Peritus AI Private Limited (the "**Company**"). Should you accept this offer, you will become an employee of the Company and will be directly reporting to Amit Sharma. If you decide to join us, you will receive the compensation and benefits set forth on Exhibit A. Management will be recommending to the Board of Directors of Peritus.ai, Inc. 1,000 (One Thousand only) shares of "common stock" options as per the 2017 Stock Plan of Peritus.ai, Inc. to be offered to you when you join the Company, subject to vesting over a four-year period with 25% vesting one year from your start date and the remainder vesting monthly thereafter. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

You should be aware that your employment with the Company is for no specified period and you are free to resign for any reason or for no reason provided that you give the Company at least one month's written notice. Similarly, the Company at any point in time and in its sole and absolute discretion is free to conclude its employment relationship with you, with or without cause, with one month's written notice or one month's salary in lieu of such notice.

You hereby undertake that you have duly, or will duly within seven days of signing this letter, disclose to the Company in writing any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third party confidential information to the Company, including that of your former employer, and that in performing your duties for the Company you will not in any way utilize any such information, other than in the manner that may be directed by the Company while releasing such information.



As a Company employee, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's rules of conduct which will be distributed to you following the commencement of your employment.

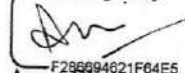
As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration Agreement ("**Confidentiality Agreement**") which requires, among other provisions, the assignment of patent and other intellectual property rights to any invention made during your employment at the Company, and non-disclosure of Company proprietary information. Please note that we must receive your signed Confidentiality Agreement before your first day of employment. Any dispute or claim relating to or arising out of our employment relationship will be governed by the arbitration provisions stated in the Confidentiality Agreement.

To accept the offer by the Company, please sign and date this letter in the space provided below. An executed copy will be sent to you directly via DocuSign. If you accept our offer, your tentative first day of employment will be 7th June, 2021. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the Director of the Company and you.

The Company is excited about your joining and looks forward to a beneficial and productive relationship. We look forward to your reply.

Sincerely,

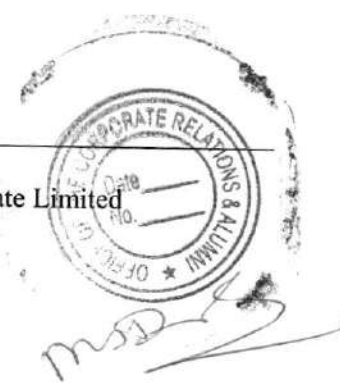
DocuSigned by:


F286894821F64E5

Amit Sharma

Head of Engineering, India

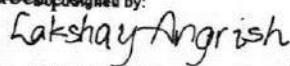
On behalf of Peritus AI Private Limited



Agreed to and accepted:

Signature:

Printed Name: Lakshay Angrish


5D81A327C4F94A8...

Date: 3/25/2021

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Offer: Computer Consultancy
Ref: TCSL/DT20206796296/Delhi
Date: 11/01/2021

Mr. Kushagra Mittal
56Kamlakant Street, Pitamber Ganj,
Near Punjabi Colony,
Hardoi-241001,
Uttar Pradesh.
Tel# 91-9151827924

Dear Kushagra Mittal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

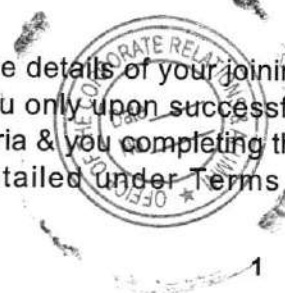
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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Directorate General of Recruiting
Adjutant General's Branch
Integrated Headquarters of
Ministry of Defence (Army)
West Block 3, Ramakrishna Puram
New Delhi - 110066

B/60007/133/Rtg A/TGC

07 Sep 2021

Roll No : TGC-133/109549
Name : Himanshu Sharma
Date of Birth : 27 Oct 2000



JOINING LETTER : INDIAN MILITARY ACADEMY, DEHRADUN
TECHNICAL GRADUATE COURSE - 133rd COURSE

Dear Candidate,

1. Congratulations on being selected for Technical Graduate Course 133rd Course.
2. You are required to report to the Adjutant, Indian Military Academy, Dehradun on 12 Sep 2021 at the time specified in the Joining Instructions of the Academy which can be downloaded from our website www.joinindianarmy.nic.in (Home Page >> Academy Joining Instructions). In case you do not wish to join the above mentioned course for personal reasons, please intimate the same to us after logging on to your personal profile on our website. This would enable us upgrade the status of candidates below you in the merit list.
3. Please go through the Academy Joining Instructions in detail and take all actions mentioned therein. Clarifications, if any, can be sought from the Academy Adjutant on telephone numbers given on their website/ in the Joining Instructions or from this Directorate General after logging on to your personal profile on our website.
4. This is a system generated document. You are required to carry two coloured self-attested copies of this Joining Letter and handover to the Academy Adjutant or his representative on arrival. One copy will be returned to you, duly endorsed, for your records. An ink signed copy of this document has been placed in your dossier being forwarded to the Academy.

(M B Sriwastva)

Deputy Director
For Director General of Recruiting

Copy to:-
Indian Military Academy, Dehradun
(By email and by post)



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Offer: Computer Consultancy
Ref: TCSL/DT20206797605/Delhi
Date: 12/01/2021

Mr. Harjot Singh
B-349 Street Number 15, Bhajanpura,
Sd Public Sr Sec School,
North East District-110053,
Delhi.
Tel# 91-8178242844

Dear Harjot Singh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &



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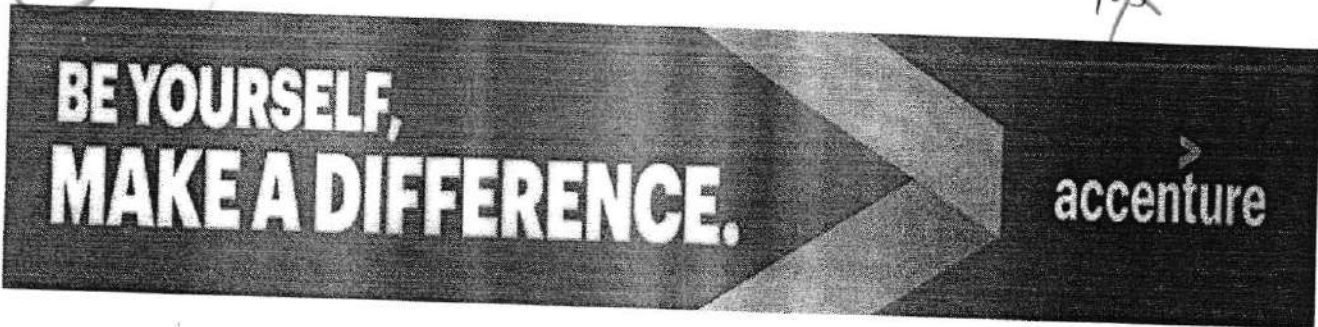
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(94)

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Strictly Private and Confidential

Date: 29-Jun-2021

Divyanshu Singh
C9697910

45 MADHUBAN COLONY JALANDHAR CITY PUNJAB
8054882775

Dear Divyanshu Singh,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". 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 with an aggregate of 65% and above or 6.5 CGPA and above in the current degree 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 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: d99a42fa-3bc1-4676-8420-ed14c111372_1
Signed By: Mahesh Vasudeo Zurale

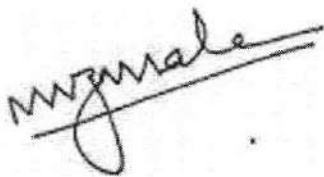
After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will 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 any feedback/ suggestion or have any query, feel free to write an e-mail to:
<https://indiacampus.accenture.com/candidate>

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,

ACKNOWLEDGED AND AGREED:



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

[Insert full legal name]



ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. 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) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your 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 LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. 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 LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



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Offer: Computer Consultancy
Ref: TCSL/DT20207351488/Delhi
Date: 13/01/2021

Mr. Dheeraj Kumar Sengar
Gali No.3, Shankar ColonyKunjpura Road, Sirsaganj,
Prem Medical, Galino.3, Shankar Colony, Kunjpura Road, Sirsaganj,
Firozabad-283151,
Uttar Pradesh.
Tel# 91-9855648517

Dear Dheeraj Kumar Sengar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions).

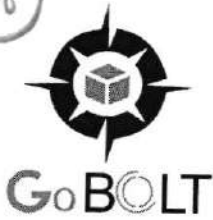
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





Camions Logistics Solutions Private Limited

CIN : U74999HR2015PTC082722

14th August'2021

Mr. Aryant Pratap Singh
B-16, SRCM Campus, Lucknow,
Landmark - IIM Lucknow- PIN- 226013,

OFFER LETTER

Dear Mr. Aryant Pratap Singh,

- 1.0 **Appointment:** We are pleased to offer you an appointment with Camions Logistics Solutions Private Limited ("Company") as "SDE -I-Backend"
- 2.0 **Date of Appointment:** Your effective date of appointment will be on or before 16th August'2021.
- 3.0 **Initial Posting & reporting:** Your initial posting in the normal course will be at Gurgaon and reporting to Tech Lead- Backend, Mr. Saswat Baruah.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty:
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your highest educational and professional qualification attainments;
 - 4.3 Appointment/Relieving letter of your previous employer, as applicable;
 - 4.4 [2](Two) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year, PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Any other documents as may be required by the Company.
- 5.0 **Remuneration:** Your gross remuneration/CTC shall be Rs. 10,00,000/- LPA (Rupees Ten Lakh only) as Fixed compensation.
- 6.0 **Terms and Conditions of your Employment:** All the terms and conditions of your employment shall be set out in the Employment Letter, which shall be provided to you at the time of your joining and your employment shall become effective only upon your unconditionally accepting the Employment Letter.

Please note that your employment is subject to your accepting the Employment Letter and your medical fitness.

MSD



Registered & Corporate Office:

Unit No. 201-209, 2nd Floor, Tower-A, Magnum Towers, Sector-58, Gurugram, Haryana-122011

Branch Office: 602, A-Block, Naurang House, 21 K.G. Marg, New Delhi-110001

Toll Free No.: 1800117667 **Tel.:** 0124-4578400

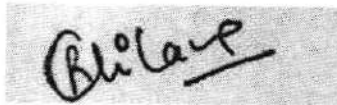
E-mail: care@gobolt.co.in **Website:** www.gobolt.in

This offer is valid until two days. You may accept this offer by countersigning this letter and returning it to us. You will also keep the Company informed of any change in your residential address.

We feel that your background, training, experience and enthusiasm will be of high value to us, and that your positive attitude and commitment will be an asset to our growing Company.

We are looking forward to see you as a part of our organization.

Yours sincerely,



[Authorized Signatory]

I accept this offer of employment under the terms identified above.

Aryant Pratap Singh



CTC Annexure

Monthly Components	Per Month (Rs.)	Annualized (Rs.)
Basic	36,282	435,382
HRA	18,141	217,691
LTA	12,094	145,127
Special Allowance	14,110	169,315
Sub Total	80,626	967,516
Company's Contribution to EPF(13% EDLI Of Basic Pay)	1,950	23,400
LWF	50	600
Group Medical Insurance	707	8,484
Total	2,707	32,484
Cost to Company (CTC)	83,333	1,000,000

Deductions	Per Month
PF (Employee Contribution @12% of basic pay)	1800
LWF	25
TDS	
Professional Tax (As per slab)	
Total Deduction	1825

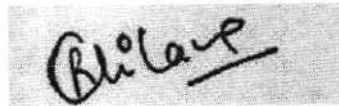
In Hand Salary Per Month (Approx.)	78801
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Note: -

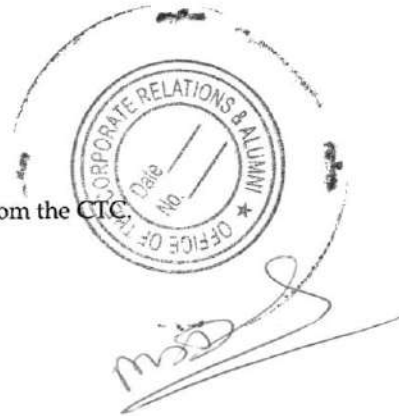
CTC is subject to applicable tax deductions.

Employer and employee's contribution to the PF will be deducted from the CTC

For Camions Logistics Solutions Pvt. Ltd.



(Authorized Signatory)



≡ M Gmail

結

	Inbox	366
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★ *Starred* Snoozed

➔ Important

Sent

Drafts

Categories

Social

—

Next

 New meeting

 [Join a meeting](#)

Hangouts

m minger

No recent chats
Start a new one

Fwd: Congratulations on your selection for Trainee Associate Engineer role

12 of 13,492



Naydeepak Sandhu

10/17/98 •

Wed, 8 Oct, 15:51 (18 hours ago)

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

From: arshita sharma <arshitafz@rediffmail.com>

Date: Mon, May 31, 2021 at 10:50 AM

Subject: Arshita -Fwd: Congratulations on your selection for Trainee Associate Engineer role

TO: ~~NA-CC@FBI.COU-@GMAIL.COM~~

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

From: ashita sharma <ashita@ashita.com>

Date: Mon, 31 May 2021, 10:12 am

Subject: Fwd: Congratulations on your selection for Trainee Associate Engineer role

To: Desena7119@gmail.com

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

From: Arora, Bhawna <Bhawna.Arora@central.com>

Date: Mon, 31 May 2021, 9:52 am

Subject RE: Congratulations on your selection for Trainee Associate Engineer role

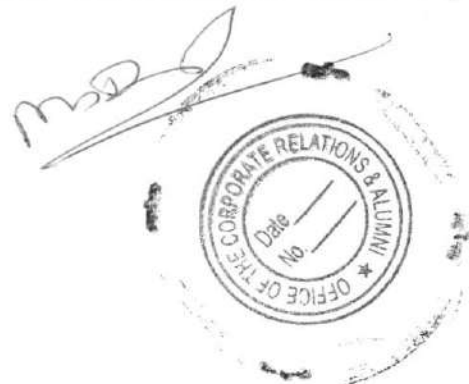
To: arsnitafzr@gmail.com <arsnitafzr@gmail.com>

Cc: Mehta, Nannata - Nannata.Mehta@pentair.com

Hi Archita

Can u plz update on this

From: Arora, Shweta



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Offer: Computer Consultancy
Ref: TCSL/DT20207407428/Delhi
Date: 09/01/2021

Mr. Anmol Thakur
Village Rakri Haar Po Datarpur Tehsil Mukerian Distt. Hoshiarpur Village Rakri Haar Po Datarpur Tehsil M
Near Car Wash Station,
Hoshiarpur-144222,
Punjab.
Tel# 91-8427842404

Dear Anmol Thakur,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TATA CONSULTANCY SERVICES

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5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



99

jaro education

10th April 2021

To,

Ms. Amisha Sachdeva

Dear Amisha,

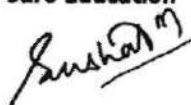
This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first three month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st three months	Effective from 4 th Month
Basic Salary	: 15,050	16,000
House Rent Allowance	: 1,505	8,000
Transport Reimbursement	: 1,600	1,600
Telephone Reimbursement	: 500	500
Statutory Bonus (Paid Monthly)	: 1,254	1,400
Special Allowance	: 5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	: 3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	: 10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education



Sushant Maliya
General Manager – Human Resource

I agree to the above terms & conditions Amisha 30/4 Dated 20th April, 2021

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in



22-Mar-2021



Dear Aditya Sharma,
B.Tech/B.E., Computer Science & Engineering
Punjab Technical University, Punjab

Candidate ID – 15613513

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



Compensation and Benefits

Name: Aditya Sharma

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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PENTAIR WATER INDIA PVT LTD
+91.120.419 9444 main
+91.120.419 9400 fax
Green Boulevard, B-9/A, 7th Floor
Tower B, Sector - 62, Noida - 201301, INDIA
www.pentair.com
CIN No: U29197GA1996PTC002193

21st May 2021

Raghav Sethi,
S/O Arun Sethi, D-15/10 GF, Ardee City,
Sector-52, Gurgaon, Haryana-122011

Sub: Letter of Offer

Dear Raghav,

With reference to your application and subsequent discussions, we are pleased to offer you the position of **Trainee Associate Engineer** based at Noida.

We would like to offer you a Cost To Company of **Rs. 5,00,000/-** (Five Lacs Only) the details of which are given in Annexure - 1.

This offer is subject to your overall medical fitness and satisfactory Reference Checks. You will have to undergo a fitness test at the Company specified facility, cost of which will be borne by the Company. Additionally, you are required to produce the following documents immediately upon joining:

1. Internship Letters.
2. Educational certificates.
3. Testimonials – Character and Experience certificates.
4. Two passport size photographs.

This offer of employment is being made to you on the explicit understanding that you will join the Company on or before **1st July 2021** and confirm such an understanding on or before **25th May 2021** failing which the offer will cease to be valid unless extended by us in writing.

Please return the duplicate with your sign in acceptance indicating your expected date of joining.

Please feel free to get in touch with us in case you need any clarifications.

For Pentair Water India Pvt. Ltd.

Sunil Tyagi

Sunil Tyagi
Manager HR & Admin

Declaration:

My expected joining date will be _____.



Sign



21/05/21

ANNEXURE – 1

Financial Terms & Conditions of Employment

Name: Raghav Sethi

BREAK UP	MONTHLY (₹)	ANNUALLY (₹)	REMARKS
India Basic salary	14,830	177,960	
Fixed Allowances:-HRA	7,415	88,982	
-Conveyance Allowance	1600	19,200	
-Medical Allowance	1250	15,000	
Flexible Allowance	11,980	143,760	
Base+	37,075	444,902	
Short Term Incentive	2098.44	25181	As per Bonus Act.
Total Target Cash	39174	470,084	
Gratuity	713	8556	As per Gratuity Act
Provident Fund	1780	21360	Company Contribution
Total Cost to Company	41667	500,000	

All figures are in Indian Rupees.

- Tax will be deducted at sources unless properly supported to comply with prevailing tax laws and firm's policies. Amount not claimed will be paid ex-gratia, subject to deduction of tax.

For Pentair Water India Pvt. Ltd.

Sunil Tyagi
Manager HR & Admin



- I have carefully read the Financial Terms and Conditions of employment and have understood and accept them entirely.

Sign

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Confirmation Letter

Date: 17/10/2020

Dear Reshav Thakur,

We congratulate you on the successful completion of the traineeship with us. Upon reviewing your performance, we have the pleasure of informing you that your services are being confirmed with effect from 19/10/2020.

The details of your employment will be as follows:-

Department : Business Development
Designation : Inside Sales Associate - Sales
Role Location / Work Location : Byju's - ISA Bangalore
Virtual Onboarding Starts at : 19/10/2020 - 8:30 AM
Employment Type : Regular

Compensation Details

Fixed Compensation : 500000 INR
Variable Compensation : 300000 INR

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued on the date of joining.

You are requested to join the services of the Company by no later than 19/10/2020, failing which you may please consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

To accept the offer, kindly sign the document digitally and submit.

Yours sincerely,

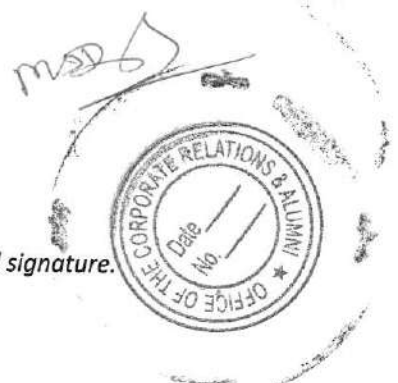
Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature: 
Reshav Thakur (Oct 17, 2020 09:29 GMT+5.5)

This is a system generated confirmation letter that does not require an authorized signature.





mrigender bedi <bedi.ptu@gmail.com>

Fwd: Welcome to BYJU'S|Your offer letter

Gaurav Dadwal <dadwalg20@gmail.com>
To: "bedi.ptu@gmail.com" <bedi.ptu@gmail.com>

7 October 2021 at 14:44

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

From: **Dipali Kapri** <system@successfactors.com>
Date: Wed, Jul 15, 2020, 4:41 PM
Subject: Welcome to BYJU'S|Your offer letter
To: Gaurav dadwal <dadwalg20@gmail.com>

Dear Gaurav ,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee - Sales** at **BYJU'S – The Learning App**.

You will find your offer letter available in the link below. Please select the "Accept Offer" to initiate the onboarding with Byju's - The Learning App

View/Accept Offer ...

If not accepted within **48hours**, it will be construed that you are not interested in this employment and this offer will be withdrawn. After you accept this offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

About Byju's:

BYJU'S is the world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world class learning experience for each and every type of learner. Today, BYJU'S has over 47 million registered students and 3.5 million annual paid subscriptions. With an average time of 71 minutes being spent by a student on the app every day from 1700+ cities, the app is creating a whole new way of learning through visual lessons. Also, the annual renewal rates of 85% is testament to the fact that the app is helping students learn better.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

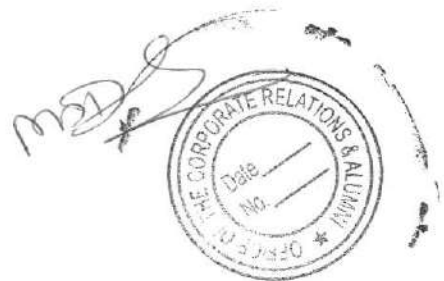
At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a BYJUite officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Few information regarding your training and reimbursement policies are given below:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.
3. Company will provide accommodation while you are working or training outside of your work/role location.
4. Your training performance will be thoroughly evaluated during your first 8 weeks with us as that will be an incubation period for your new role.
5. Business formals or business casual attire is mandatory.

Regards,
Team BYJU's





Offer: Computer Consultancy
Ref: TCSL/DT20195212539/Delhi
Date: 10/01/2021

Mr. Achintya Shrotriya
Flat Number -16 , Uni Apartments , Sector -11,
Vasundhara,
Ghaziabad-201010,
Uttar Pradesh.
Tel# -

Dear Achintya Shrotriya,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20195212539

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

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

12th June 2020

TO WHOSOEVER IT MAY CONCERN

This is to certify that **Ms. Sheetal**, 4th year student of I K Gujral Punjab Technical University, Kapurthala and pursuing Electrical Engineering has completed her internship on project entitled **"STUDY ON ELECTRICAL COMPONENTS OF SPRAYING EQUIPMENT at NORMET"** under the guidance of Mr. Suyash Kumar, Senior Manager - Rebuild Centre.

The project duration was from **16th January to 10th June 2020**.

During the project Sheetal has learnt about Normet equipment electrical system and its troubleshooting. She has undergone on-job training of basic electrical maintenance. During the internship period she has performed excellent and we wish all the best for her future assignments.

For Normet India Private Limited



Senior Manager, Rebuild Centre.



Normet India Private Limited

Corporate Office:
The Corenthum, Tower B
B-31, First Floor, Lobe No. 3
Plot A-41, Sector 62
Noida, UP-201 307

Registered Office:
Regus Elegance, 2f Elegance
Jasola District Centre
Old Mathura Road
New Delhi - 110025

CIN: U29268DL2008PTC242436
t +91 120 450 4800
f +91 120 421 7817
info.india@normet.com

www.normet.com

CONGRUEX ASIA-PACIFIC LLP

OFFER LETTER

Date:- 02-Aug-2021

Dear Vishal Kumar
Near J.M.D Factory, Deokuli, Musepur, Patna, Bihar-801103

Congratulations on being selected for the below mentioned position at Congruex Asia-Pacific LLP.

Title- Engineer I
Grade - 3C
Employee Code- CCAP12708

We are pleased to extend an Offer of a total compensation of up to ₹335,000/- (Rupees Three Lakh ThirtyFive Thousand Only) (Total CTC) per annum subject to applicable statutory deductions such as tax deducted at source and/or contractual deduction(s) and as per the terms of your employment contract. Please note that your target total annual consolidated salary is comprised of two components:

- **Base Component:** An amount of ₹275,000/- out of the Total CTC (i.e. ₹335,000/-) will be paid to you in twelve (12) equal installments on monthly basis; and
- **Variable Component:** You will be eligible to receive up to ₹60,000/- towards 'day shift allowance' and/or 'night shift allowance' and the actual amount will be determined based on the actual number of 'day shifts' or 'night shifts' you work in a year.
- **Flexi Basket Component:** You will be eligible to opt for various allowance under the flexi basket, save additional income tax as per the tax guidelines. You have the freedom to design and choose the components based on your anticipated expenses.

It is hereby clarified that the number of day/night shifts that you will be required to work in a year will solely depend on the business requirements of the Company, which may vary from time to time. Detailed break-up of your salary will be provided in the Offer Letter/Appointment Letter / Employment Agreement, which you shall be expected to execute at the time of your joining or earlier. This offer is subject to the below mentioned terms and conditions:

1. Subject to the discretion of the Company to transfer you at some other place in India and/or overseas, you will be initially based at our Corporate Office location at Zone A, 12th Floor, Quarkcity SEZ, Plot A-40 A, Industrial Focal Point, Phase VIII-B Extension, Mohali-160059, Punjab.
2. Your employment will commence on Date of Joining (23-Aug-2021).
3. You will be on a probation period of 6 (six) months including 3 (three) months of extensive on the job training. On satisfactory completion of the probation period, your services will be confirmed through a written communication. In case your performance is not found satisfactory, then unless terminated, your probation period may be extended for a suitable period at the sole discretion of the Management.

SHASHANK
GOYAL



4. This Offer is subject to your clearance of the Pre-Employment background and reference check. Please submit a copy of your resignation letter duly accepted by your present employer within 2 (two) working days of receipt of this offer letter. Please note that your services may be terminated at any time, including after confirmation, in case any information provided by you is found to be false, wrong and/or incomplete and/or background check reveals information based on which you may found to be unsuitable to work for the Company.
5. Please indicate your acceptance of our employment offer by signing and returning a copy of this Offer Letter and all the documents, mentioned below, within 2 (two) working days of receipt of this Offer Letter else this offer shall be considered withdrawn. Company will provide you with detailed Appointment Letter/Employment Agreement for your execution.
6. In addition to the compensation as mentioned hereinabove, you are also entitled to receive the following additional benefits (subject to applicability of statutory deductions, if any), subject to your eligibility/entitlement:
 - a. You may be provided with Accidental death/disability coverage as per the Company policy and/or subject to applicable laws.
 - b. You may also be provided medical insurance coverage for yourself, spouse and children as per the Company policy.
7. Please send us a self-certified soft copy of the below listed documents along with the acceptance of this Offer at least within 2 (two) working days prior to day/date of joining, you need to bring a complete set of all documents with originals on your joining day.
 - a. Updated Resume
 - b. Color PIC in jpg format (1 along with the soft copy of signed offer letter) and (6 physical copies at the time of your joining)
 - c. Aadhar Card and PAN Card (Color copy mandatory)
 - d. All education documents (10th, 12th, Diploma, Graduation & Postgraduation – As applicable)
 - e. Appointment Letter (Existing employer) *Only for experienced candidate.*
 - f. Copy of Resignation with acknowledgement (Existing employer) *Only for experienced candidate.*
 - g. Last 3 months salary slip (Existing/Last Employer as applicable) *Only for experienced candidate.*
 - h. All experience Letter from previous employers. *Only for experienced candidate.*

Relevant terms of this Offer Letter will constitute part of your Employment Agreement/Appointment Letter.
We look forward to you being a part of the team at the earliest.

Sincerely,
For Congruex Asia-Pacific LLP,
Shashank Goyal
Director, Human Resources

SHASHANK
GOYAL

Salary Annexure

The salary structure is very competitive and rewards high and quality performance.

Salary Package Details (Break-Up)		
Name	Vishal Kumar	
Title	Engineer I	
CCAP ID	CCAP12708	
Base Components	Per Month (INR)	Per Annum (INR)
Basic Salary	₹13,750	₹165,000
House Rent Allowance	₹4,125	₹49,500
Statutory Bonus	₹1,500	₹18,000
Special Allowance	₹1,542	₹18,500
Flexi Basket Component(s) ¹	₹200	₹2,400
Employers' Contribution to Provident Fund ²	₹1,800	₹21,600
Total Sum of Base Components	₹22,917	₹275,000
Variable Component Night Shift Allowance ³	Up to ₹60,000	
Variable Component Day Shift Allowance ⁴		
Total CTC ⁵	₹27,917	₹335,000
Deductions	Per Month (INR)	Per Annum (INR)
Employees' Contribution to Provident Fund	₹1,800	₹21,600
Professional Tax	₹200	₹2,400
Labor Welfare Fund	₹5	₹60
Flexi Basket Component(s) ¹	Per Month (INR)	Per Annum (INR)
Children Education Allowance	₹200	₹2,400

Taxation will be governed by the Income Tax rules, company will deduct tax at source as per income tax guidelines.

¹ Flexi Basket Component(s) – This offers you to design your compensation with flexibility within the defined framework one time in a financial year. The maximum amount for each component is fixed, however, you can choose to keep or remove the components per your tax plan, which will then be added under 'Special allowance'.

² Employer's Contribution to Provident Fund – This will not be paid to you in cash and will be directly deposited into your PF account with the Employees Provident Fund Department.

³ CTC – Total CTC payable to you will vary based on Variable Components earned in a year.

SHASHANK
GOYAL



* Night Shift Allowance – ₹500/- (Rupees five hundred only) for each full working business night, and will be paid to you, only if you are required to work in the night shift.

* Day Shift Allowance – ₹150/- (Rupees one hundred and fifty only) provided for each full working business day shift.

Declaration

I have read, understood and accepted the terms and conditions of the Offer Letter dated 09-08-21 issued to me.

Signature: Vishal Kumar

Date: 09/08/21

Full Name: Vishal Kumar

Sincerely,
For Congruex Asia-Pacific LLP,
Shashank Goyal
Director, Human Resources

SHASHANK
GOYAL



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BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:23-Jul-2021

Shivam Sunil Kumar
C9806736

Village Upperla Manwal

8837784064

Dear Shivam Sunil Kumar,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". 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 with an aggregate of 65% and above or 6.5 CGPA and above in the current degree 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.

MDS

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 8140d025-7699-489e-b9aa-1272464b6a32_1
Signed By: Mahesh Vasudeo Zurale

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.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

Handwritten signature and circular stamp of the Office of the Corporate Relations & Alumni. The stamp includes fields for Date and No.

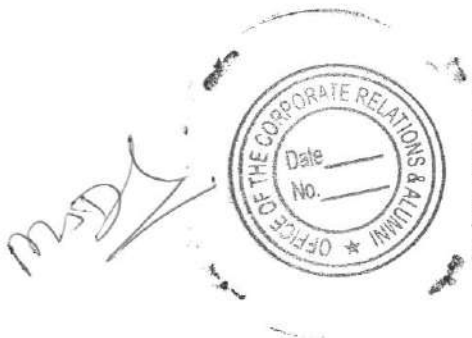
candidate's Signature

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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 particular 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.

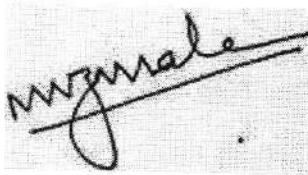


After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will 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 any feedback/ suggestion or have any query, feel free to write an e-mail to:
<https://indiacampus.accenture.com/candidate>

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 Center, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]



ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. 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) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your 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 LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. 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 LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

 candidate's Signature



(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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/regulation 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.

* As defined by applicable law from time to time.

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:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. 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 and 2 dependent children
 - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

MSD



In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your 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 per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.


Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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.



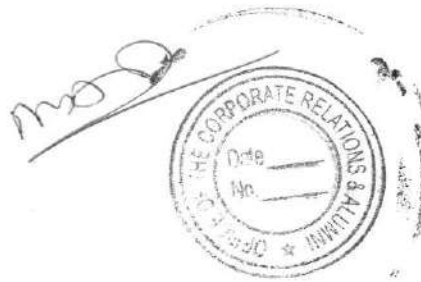
candidate's Signature

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. 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 Aadhar details and seeding Aadhar 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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Mahaan Milk Foods Limited

(Registered Office: M-19, 2nd Floor, M-Block Market, G.K. Part-II, New Delhi-110048)
(Phone: 011-43107200, 91-9717954108, Fax: 011-43107235)
E-Mail: info@mahaanmilkfoods.com

Date: 08.06.2021

Subject: Appointment as Trainee Quality Assurance Chemist.

Dear, Mr. Akshay Kumar Pandey

This is with the reference to your application and subsequent interview with you had with us; we are pleased to offer you appointment as Trainee Quality Assurance Chemist unit, Mahaan Milk Food Pvt. Ltd.

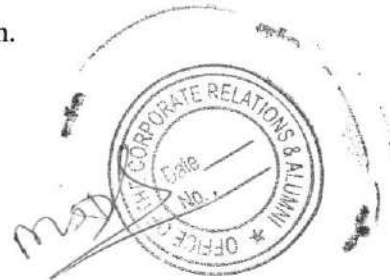
We would like you to join us on before 14th June 2021. Looking at your past experience we are happy to offer you Rs.2.40 lakh lac per annum inclusive of everything. As per your performance salary will be revise after 3 months.

You are request to submit the following documents on your joining.

- 1.Date of Birth proof (Aadhar card) and Pan card
- 2.Copy of photo ID card
- 3.Two passport size photographs.
- 4.Attested copy of Testimonial with originals
- 5.Relevant documents of previous employment
- 6.Others certificates (If any).

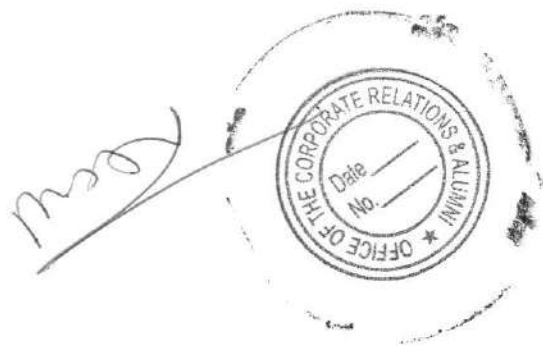
we wish you a very good luck for healthy and long-term association.

Regards,
Aditya Goyal

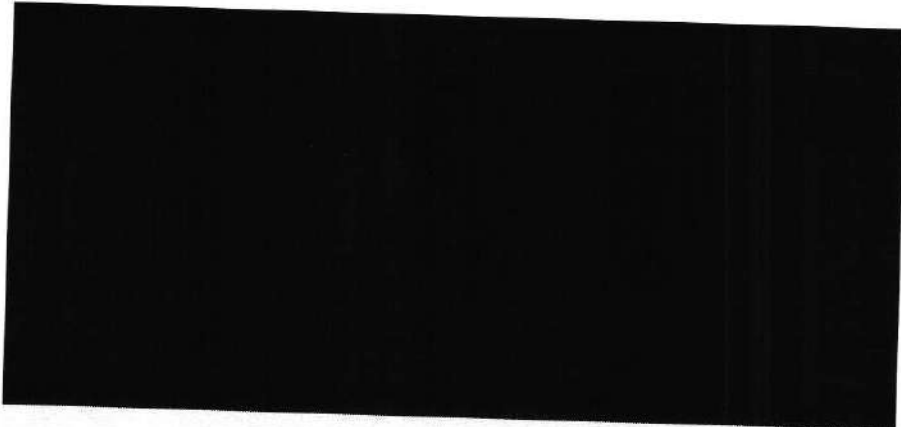


This document is an electronic document that is valid without a signature.

Plant Address: Plot No.B-37-B-41/D-31-D-35,UPSIDC. Industrial Area, (Near BPCL Plant)
Salempur, Distt.-Hathras(U.P.)-204102 E-Mail: hathras@mahaanmilkfoods.com, CIN:
U15132DL2012PLC246538



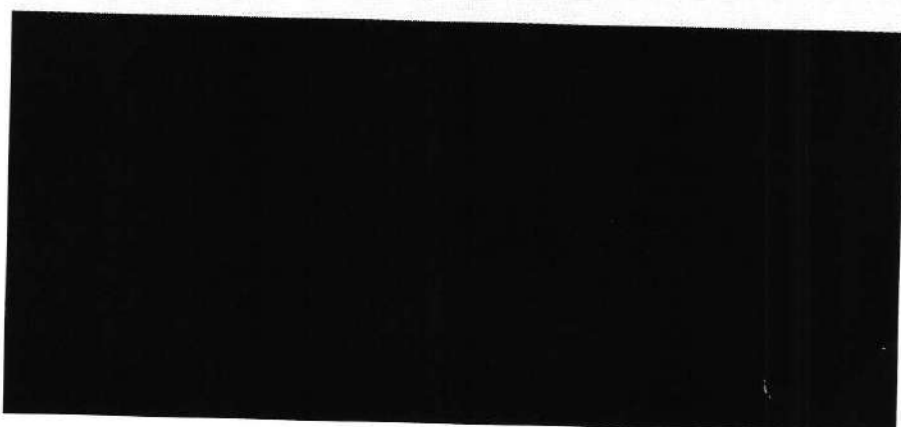
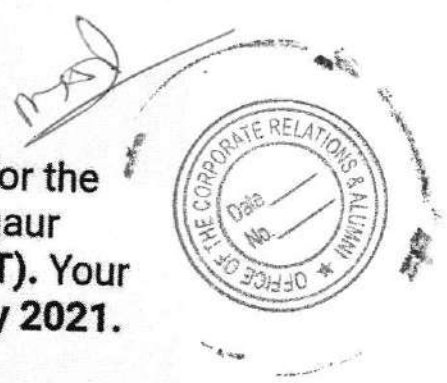
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Dear Mr Abhishek Pandey,

Congratulations!!!

Your candidature has been selected for the post of "Quality Executive" at the Nagaur location in Ram Kaushal Trading (RKT). Your date of joining is on or before 5th July 2021.





ASCLEPIUS WELLNESS PRIVATE LIMITED

REG. OFF.: P.N. 18 BLOCK-C, POCKET-8, SECTOR-17, DWARKA, NEW DELHI -110075

FOOD FACTORY ADDRESS: H1-2193, RIICO INDUSTRIAL AREA, RAMCHANDRAPURA,
SITAPURA EXTENSION, JAIPUR- 302022 (RAJ)

Date: 09.08.2021

To,
MS. VANI JAYACHANDRAN
57, G-805, Uninav Hights,
Raj Nagar Extn., Ghaziabad, UP-201017
Email: vanijayan3@gmail.com
Mob.: +919999591661

SUBJECT: LETTER OF APPOINTMENT

Dear Ms. Vani,

With reference to your application for employment and subsequent interviews held at our office, we have the pleasure to inform you that the management has decided to appoint you as a **Associate (R&D)** on the following terms and conditions.

1. Position; Employment Period

Post: The Company hereby employs the Employee as its '**Associate (R & D)**'.

Period: and the Employee hereby agrees to serve in such capacity, for the period beginning **09.08.2021**, and ending on the date on which the Employee's employment is terminated in accordance with paragraph 8, 12 & 15 below (the "Employment Period").

Probation: The initial Period of probation will be six months, but the Management reserves the right to Extend this period, if necessary. Based on your performance your services will be confirmed with the company in written after six months.

Place of Posting: Initially, employee will be posted at Factory Premises of the Company at **Sitapura Industrial Area, Jaipur, Rajasthan** and report to **Sh. Deepak Sahu, SGM (R&D)** or any other person nominated by the company. However, employee services could be transferred to any other Departments /Divisions /Factories of the Company, anywhere in India. Notwithstanding employee initial appointment in this Company, employee services may be assigned by the Company to any other Company of the **AWPL Group**. Employee may also be assigned such other duties as may become **Asclepius Wellness Pvt. Ltd.** at the discretion of the Management in any Branch or Office of the Company and/or its subsidiaries or to any of its other Associate Companies.

Hours of Work: -The company's core hours of operation are Monday to Saturday from **9:00 am to 6:00pm**. Employees are expected to work a minimum of **08** hours per day. The company reserve the right to change your working days and hours.

CIN: U51909RJ2017PTC057333

GSTIN: 08AAMCA9419N3ZW



Associate (R&D) performs a number of highly important roles within an organization. You are responsible for :

- participates in research and development activities
- Utilizes established mathematical and scientific techniques to compile and analyze data.
- Write technical reports detailing procedures, outcomes, and observations.

Core responsibilities of the '**Associate (R&D)**' can be changed time to time as per company.

2. Compensation

Subject to the following provisions of this Appointment letter, during the Employment Period the Employee shall be compensated for his services as follows:

- You will get an annual CTC of **Rs 2,01,190/-** (Rupees Two Lakh One Thousand One Hundred and Ninety Only) the details of breakup given as per attached **Annexure-1**.
- Payable in monthly or more frequent Installments.
- Subject to such increases as may from time to time be determined by the Management of the company.

3. Leaves:

You will be eligible to benefits of the company's leave rules on your confirmation in the company's service. Absence for a continuous period of 10 days without prior approval of your supervisor will result in termination of your employment without any further notice.

4. Competing Businesses

During the period of employment, the Employee shall not be employed by or otherwise engage in or be interested in any business in competition with the Company, or with any of its subsidiaries or affiliates, except that the Employee's investment in any such business shall not be considered a violation of this paragraph if the Employee owns less than 5% of the equity thereof.

5. Confidentiality

During and after the Employment Period, the Employee will not divulge or appropriate to his own use or to the use of others, in competition with the Company, any secret or confidential information or knowledge pertaining to the business of the Company, or of any of its subsidiaries, obtained by him in any way while he was employed by the Company or by any of its subsidiaries.

6. Remedies

If at any time the Employee violates to a material extent any of the covenants or Appointment letter's set forth in paragraphs 5 and 6, the Company shall have the right to terminate all of its obligations to make further payments under this Appointment letter. The Employee acknowledges that the Company would be irreparably injured by a violation of paragraph 5 or 6 and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of paragraph

5 or 6 or to any other appropriate equitable remedy without any bond or other security being required.

7. **Termination**

During the probationary period, either party will be entitled to terminate the contract of employment by Giving 30 days notice in writing to the other.

Further if such Notice is not given than the one month salary shall be paid by the employer to the employee if the termination is on behalf of the employer or one month salary shall be paid by the employee to the employer if the termination is on behalf of the employee.

Provided an employee may be suspended for a period not exceeding four days at a time, or dismiss/terminate without notice or any compensation in lieu of notice, if he is found to be guilty of misconduct.

The following acts and omissions shall be treated as misconduct.

- i. wilful in subordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior,
- ii. theft, fraud or dishonesty in connection with the employer's business or property,
- iii. wilful damage to or loss of employer's goods or property,
- iv. taking or giving bribes or any illegal gratification,
- v. habitual absence without leave or absence without leave for more than 10 days,
- vi. habitual late attendance,
- vii. habitual breach of any law applicable to the establishment,
- viii. riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline,
- ix. habitual negligence or neglect of work,
- x. frequent repetition of any act or omission for which a fine may be imposed to a maximum of 2 per cent of the wages in a month.
- xi. striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.
- xii. Failure to achieve and adhere to the required performance standards.
- xiii. Breach of company standards with respect to integrity, ethics, honesty, behaviour and sincerity.
- xiv. Inability to carry out the assigned job for an extended period of time due to medical reason.
- xv. Reasonable grounds to believe you are guilty of gross misconduct or gross negligence.
- xvi. Failure to achieve and adhere to the required performance standards.
- xvii. Inability to carry out the assigned job for an extended period of time due to medical reason.
- xviii. Reasonable grounds to believe you are guilty of gross misconduct or gross negligence.



Provided that a reasonable opportunity and a disciplinary inquiry will be held prior to terminating the services by the company.

8. Notices

Any notice required or permitted to be given under this Appointment letter shall be sufficient if in writing and if sent by registered mail/Email to the Company at its principal executive offices or to the Employee at the last address filed by him in writing with the Company, as the case may be.

9. Non-Assignment

The interests of the Employee under this Appointment letter are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

10. Successors

This Appointment letter shall be binding upon, and inure to the benefit of, the Company and its successors and assigns and upon any person acquiring, whether by merger, consolidation, purchase of assets or otherwise, all or substantially all of the Company's assets and business and the Employee or his successors, agent, representative, legal heir etc.

11. Non Solicitation

Employee hereby agree that, while Employee are employed by **Company** and for one (1) year following the termination of your employment with **Company**, you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any **Company** employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of **Company** in a manner that conflicts with or interferes in the business of **Company** as conducted with such customer or supplier.

12. Representation

Employee hereby represent and warrant to **Company** that Employee are not party to any written or oral Appointment letter with any third party that would restrict Employee's ability to enter into this Appointment letter or the Confidentiality and Proprietary Information Appointment letter or to perform Employee's obligations hereunder and that Employee will not, by joining **Company**, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.

13. Resignation

Employee wish to resign own employment with **Company**, Employee will be required to provide 30 **days'** written notice to the company or in lieu of the notice one month salary may given.

14. Other conditions

- a. This appointment is also subject to a satisfactory report from your former employers, based on the references given by you.
- b. Employee shall automatically retire from the service of the Company on attaining the superannuating age of 58 years. You will be expected to provide acceptable evidence of your date of birth at the time of joining the company.
- c. All other standard and general rules, practices and policies of the Company as existing now and which may be amended from time to time will be applicable to Employer and Employee will be expected to abide by the same.
- d. Employee is required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its Subsidiaries or Associate Companies, in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect..
- e. Employee is required to devote your total attention and abilities exclusively for the business of the Company. Employee will respect, obey and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. Employee shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever or hold any office of profit or accept any other emoluments without previous consent in writing of the Company. Breach of this condition could lead to immediate termination without notice.
- f. During the course of your employment and if the nature of your business so requires, the Company may send Employee for specialized training within India or overseas in order to enable Employee to perform more effectively. In such an event you will be required to execute a training bond with the Company.
- g. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof.
- h. The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.
- i. The Company lays emphasis on all statutory compliances and you should ensure compliance with various statutes in your area of operations including Insider Trading Regulations.

15. Legal Advice

If Employee uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.



MSD

16. Applicable Law

The provisions of this Appointment letter shall be construed in accordance with the laws of the India

17. Amendment

The Company/Employer shall have the exclusive right to change any terms of this agreement any time but subject to the intimation to Employee in writing.

18. Jurisdiction

Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of Jaipur, Rajasthan (India) for the adjudication of any dispute hereunder or in connection herewith.

We heartily congratulate and welcome you to the family of AAYUKART PVT. LTD.


Yours truly,
For and on behalf of
ASCLEPIUS WELLNESS PRIVATE LIMITED

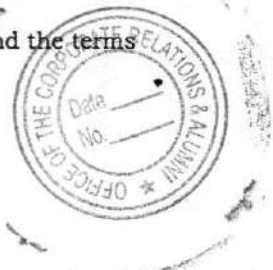

Authorized signatory.

EMPLOYEE'S ACCEPTANCE:

I hereby acknowledge receipt of this letter and accept the offer contained therein and the terms and conditions attached thereto.

Date: 9/8/21.
Place: Jaipur


Employee's Signature.



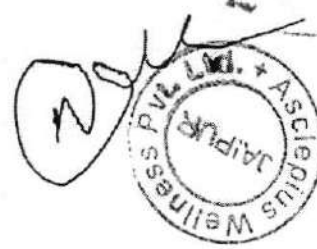


ANNEXURE -1

REMUNERATION SHEET

PARTICULARS		MONTHLY (Rs.)	ANNUAL (Rs.)
PART- A			
Earnings:			
(a)	Basic Salary	16,121	1,93,452
(b)	House Rent Allowance		0
(c)	Conveyance Allowance		0
(d)	Medical Allowance		0
(e)	Mobile Allowance		0
(f)	Other Allowances		0
(PART - A) Gross Salary		16,121	1,93,452
PART- B			
Employer's Contributions:			
(i)	Employer's Contribution to EPF	0	0
(ii)	Employer's Contribution to ESIC	524	0
(PART- B) Total Contributions		524	6,287
Deductions:			
(i)	Employer's Deductions (EPF & ESIC)	0	0
(ii)	Employee's Deductions (EPF & ESIC)	121	0
Total Deductions		121	1,451
Net Payable		16,000	1,92,000
Total Cost to Company (CTC) (Part: A+B)		16,766	2,01,190

Handwritten signature/initials



Gagandeep Singh,
House No. 230/3, Gupta Colony, Tohana, Chandigarh Road, Fatehabad-125120,
Haryana
+91 85914 48313
gagandeepswali3@gmail.com

Sub: Offer cum Appointment Letter

Dear Gagandeep,

Welcome to GastroLab/GastroLab, Registered trade mark of GastroLab India Pvt Ltd. You are one of the initial members of the company and we are excited to have you on board. We are pleased to offer you a position of **Clinical Research Coordinator**, with GastroLab India Pvt Ltd. You are expected to report to the site (PGIMER, Chandigarh) on 23rd August-2021.

Your appointment will be based on the following terms:

1. Your remuneration is INR 15,000/- p.m.
All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. While your initial place of posting will be at Chandigarh. You are liable to be transferred to any of the Company's office in India or to any other department in the organization.
3. The company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion. For the first six months of your services/ employment you will be deemed to be on probation and during this period, either party may terminate this contract by giving (Two) weeks' notice in writing or salary in lieu thereof. Within 60 days of completion of the six months if you have not received a notification stating otherwise including, without limitation, extension of probation period from HR your employment is deemed to be confirmed. After the expiry of the probation period or the extended probation period (if the same has been extended) either party is entitled to terminate the contract by giving 30 days' notice. Whereas the company reserves the right to request service of notice or pay salary in lieu of, your notice period waiver or payment in lieu will be at the sole discretion of the Company, but in no event, will be less than the minimum period required by applicable law.

In the event, you absent yourself for a continuous period of seven days without prior approval of your reporting manager (including overstay of leave/ training), it would be deemed that you have resigned from the services of the Company and you will be liable to pay salary in lieu of notice thereof as applicable for resignation.

4. You will always maintain utmost confidentiality with regard to records, documents and other information relating to business of the Company which may be known, provided or confided to you and you shall use the same only in a useful manner, in the best interests of the company. Upon ceasing to be

in the services of the Company for any reason, you shall immediately return any records, documents and any other information of the Company which are in your possession and shall not retain any copies (electronic or otherwise) of the same.

5. You will be bound by the existing rules and regulations of the Company and those that may be framed from time to time.

6. This offer is subject to satisfactory investigations of your credentials and if it is found at any time that you have made any false statements or suppressed any material information, it shall lead to termination of your services by the Company without any notice or compensation.

7. You are required to make a full and frank disclosure of any dealing you propose to enter directly or through any of your relatives or family members with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like by whatever name called.

Further the company is fully authorized to take appropriate action in the event of your indulging in: 1) an act of fraud or dishonesty in the course of your employment with the Company; 2) conviction of (or a plea of no contest with respect to) a crime constituting a felony; an act of omission which causes you or the Company to be in violation of any laws of the land including but not limited to Central securities law, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualification; 4) failure to perform your essential job duties where such failure is injurious to the Company, its business interests or its reputation; 5) your material breach of any written policy applicable to your employment with the Company; or 6) your material violation of the Company's written **Confidentiality Agreement**, a copy of which will be provided along with the offer letter.

8. In the event of you being deputed overseas for training and operations you shall sign a service agreement as per the rules of the company.

11. You will be reimbursed for outstation travel and other expenses incurred while carrying out responsibilities on behalf of GastroLab provided these expenses are approved in advance.

12. The policies on standard working hours would be 10 am to 6 pm from Monday to Saturday (half-day). You are entitled to avail 12 days of casual and 3 days of medical leave with pay (limited to one per month).

13. It may be noted that if you do not return the duplicate copy of this letter and if you do not report to work on or before the date specified above, it shall be deemed that you are not interested and the same will stand automatically withdrawn with effect from the said date.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

At the time of reporting to work, please ensure to bring two copies of the following:

1. Photocopy of proof of Date of Birth and Educational qualifications together with the originals.
2. Photocopy of Address Proof.
(Any of the following - Passport/ Ration Card/Electricity Bill/Phone Bill/Agreement Copy)
3. Relieving Letter/ Experience Certificate from last employer.
4. Last Salary Slip / Salary Certificate OR Appointment Letter with Salary annexure OR Bank Statement.
5. Three Passport sized photographs.
6. Photo ID
(Any of the following - Driving License / Pan Card / Voters ID / Passport / Aadhar Card)

We believe that you can make an outstanding contribution and we can offer you a challenging and rewarding career with the Company. If you have any questions or if there is any way I can help you further, please do not hesitate to call.

Welcome to GastroLab™ and here's wishing you a rewarding career.

Sincerely,

For GastroLab India Pvt Ltd

GASTROLAB INDIA PVT. LTD.

Jagdeep Singh
CEO



Director

Enclosures:

- 1 Salary Annexure
- 2 Annexure I
- 3 Declaration (Annexure II)
- 4 Annexure III

NOTE: For purposes of brevity and ease of reading, the term "the Company" or the term "GastroLab" (wherever it appears in this letter) means GastroLab India Pvt Ltd



I accept the above mentioned terms & conditions, and shall report for duty on 23rd August 2021.

Date: _____

(Signature) : _____

ANNEXURE I
DECLARATION AND UNDERTAKING REGARDING NON-DISCLOSURE

I, Gagandeep Singh, House No. 230/3, Gupta Colony, Tohana, Chandigarh Road, Fatehabad-125120, Haryana +91 85914 48313 gagandeepswali3@gmail.com and presently working as **Clinical Research Coordinator** do hereby declare and state as follows: -

1. I do hereby declare that I will faithfully, truly and to the best of my skills and ability, execute and perform the duties required of me as an employee of GastroLab India Pvt Ltd a Company registered under the Companies Act 1956 and having its own office at 202, Speciality Business Centre, Balewadi, Pune 411045.
2. I declare that in the performance of my employment and duties required of me, I will have to access documents, files, records, customer details, project plans, strategies, developments, execution process, quality metrics etc. relating to business of GastroLab India Pvt Ltd that is proprietary to GastroLab India Pvt Ltd or its clients (hereinafter called "Confidential Information").
3. I will hold such confidential information strictly confidential by not, directly or indirectly, making known, or permitting such confidential Information to be disclosed or made known to any person or entity, either inside GastroLab India Pvt Ltd or otherwise. I shall faithfully and diligently hold such confidential information from being disclosed to unauthorized persons. Such persons include, but are not necessarily limited to, persons who are not GastroLab India Pvt Ltd employees, persons who are GastroLab India Pvt Ltd employees but who do not have a need to know the Confidential Information in order to perform their duties, persons not under a written confidentiality agreement with GastroLab India Pvt Ltd in regard to the confidential Information, persons not directly aware of the proprietary and trade secret nature of the Confidential Information.
4. I will immediately report to GastroLab India Pvt Ltd, any violation or breach of the commitments made in this declaration, whether the breach or violation is intentional or inadvertent.
5. All Documents, files, records, Project plans, Strategies, Customer details and items of information or equipment relating to GastroLab India Pvt Ltd business are and shall remain the property of GastroLab India Pvt Ltd, including notes, documents and files created in the performance of my duties of employment. I shall not under any circumstances remove such property from GastroLab India Pvt Ltd premises without prior written consent.
6. I declare that notwithstanding the separation of my employment with GastroLab India Pvt Ltd for any reason whatsoever I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of GastroLab India Pvt Ltd.
7. In the event of my leaving services of GastroLab India Pvt Ltd for any reasons, during the 12-month period from the separation date, I shall not directly or indirectly either on my own account or otherwise, canvass or solicit business with any customer or agent with whom I had material dealings in the course of my employment with GastroLab India Pvt Ltd.
8. I understand that my failure to comply with the declaration and undertaking will result in disciplinary action, which may include termination of employment with GastroLab India Pvt Ltd.

9. I declare that I will not misuse any information processing facilities of GastroLab India Pvt Ltd.

Executed this 23rd August 2021

Signature: _____

Name: Gagandeep Singh



ANNEXURE II

DECLARATION

Article I.

I hereby certify that all information provided along with the relevant documents as proof of my credentials and previous employments at the time of my hiring in GastroLab India Pvt Ltd employment are true and complete. I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I recognize that in connection with employment with GastroLab India Pvt Ltd, I may be the subject of a background enquiry by GastroLab India Pvt Ltd or its representative, and I hereby authorize the same.

Executed this 23rd August 2021

Signature: _____

Name: Gagandeep Singh



Annexure III**1. Days and hours of work:**

- (i) Ordinary days and hours of work are as set out in "Offer cum Appointment Letter". The daily starting and finishing times may be changed from time to time in accordance with the Employer's operational requirements.
- (ii) The leaves, check-in and check-out time will have to be logged in using the physical/app based system provided by the employee. The working days not checked-in through the system will be considered as leaves and adjusted accordingly.
- (iii) More than 10 minutes of delay in check-in timings will be considered as half-working day without any compensation and early check-out will require written consent from the reporting head.

2. Miscellaneous Provisions:

You will strictly adhere to the guidelines, policies and/or code of conduct of the Company pertaining to working hours, leaves, dress code, office cultures and conducts and will work within the frame work of the company policies as decided from time to time.

- i. It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

You will abide by the Employee Service Conditions as enumerated above. Any and all of the terms and conditions of service may be modified, altered or changed at any time by the Company at its discretion.

3. Termination of Contract:

The Candidate shall serve a notice period of {30 (thirty)} days for/before separating from the Company's services.

The Company and the Candidate acknowledges and agrees that the serving of notice for leaving the service of the Company is essence of the Contract and shall be strictly adhered to.

The Company shall have the right to terminate this Contract/Agreement at any time for lack of performance, for non-disciplinary behaviour or for any breach of this Agreement without any prior notice.

Upon your resignation or retirement from the company or termination of your services, you are required to return all assets and properties of the Company such as systems, business materials, documents, correspondence, machines, data, files, books etc.

4. Weekly and daily reports:

You agree to share your detailed weekly plan with:

- i) List of deliverables

MSD



- ii) Outward/Inward as well as core KRA responsibilities
- iii) Dashboard with real-time updating of activities being undertaken

In absence of receiving the above latest by beginning of every Monday 12pm and review of the same latest by the end your working week you will be required to submit a detailed explanation for failure in doing so and why a non-compliance action should not be initiated against yourself.

Name: _____

Sign _____

Date: _____




Salary Annexure

Name:	Gagandeep Singh	
Designation:	Clinical Research Coordinator	
Grade:	NA	
Date of Joining:	23rd August 2021	
Date of Birth:	23-08-2000	
COMPENSATION COMPONENT	Amount INR 15000 Per Month	Amount INR 180000 Per Annum
SALARY & ALLOWANCES		
Basic Salary	15000	180000
House Rent Allowance	0	0
Conveyance	0	NA
Special Allowance	0	0
Total Salary & Allowances	15000	180000
FLEXI KITTY		
Medical Reimbursement/Telephone Reimbursement	0	0
Total Flexi Kitty	0	0
OTHERS		
Co.'s contribution to Provident Fund	0	0
Gratuity	0	0
Insurance (Life/ Medical/Accident) **	0	0
Total Others	0	0
TOTAL CTC	15000	180000
Note: 1) Gratuity will be as per The Payment of Gratuity Act included in the CTC. 2) Company contribution of PF will be taken at 12% of Basic Salary upon reaching the threshold limit. 3) Insurance: You will be eligible to participate in the Insurance Plan of the Company as per the plans of the Company **		



FOODCOAST INTERNATIONAL

Ref: FCI/HR/2021/125

July 01, 2021

Ms. Komal Kathpal
Hno.47/A, Hardev Nagar,
Opp Deep Dairy, Kapurthala Rd,
Distt. Jalandhar(PB)
Pincode -144002

Subject: Appointment Letter

Dear Ms. Komal,

With reference to your application and subsequent interview you had with us, management is pleased to offer you an appointment as a Post Graduate Trainee in Research & Development Department w.e.f- July 01, 2021 on following terms and conditions:

1. You will be provided compensation as per detail given in Annexure -I.
2. You will not be entitled to any other amenities or other allowances unless specified voluntarily by the management through written orders.
3. You are required to serve a probation period of 6 months, after which your services will be confirmed subjected to your satisfactory performance. The probationary period can be extended upto 1 year considering improvement in your performance.
4. During the period of probation, including extension if applicable, subject to any agreement with the company, your services can be terminated without assigning any reason, whatsoever.
5. From the time you have been confirmed in your appointment, the termination of your services contract will be subject to one month basic pay notice or one month basic pay in lieu thereof, on either side. However, you will not be entitled to such notice or basic pay in lieu thereof, if your services are dispersed with for misconduct, an eventually which we hope will not arise.
6. You will carry out your duties and responsibilities in line with all rules, regulations and instructions of company. You will be governed by the standing orders, service rules and regulations of the company and by the general instructions which are in force and which may be added, amended or introduced from time to time, in relation to conduct, discipline or any other matter relating to services conditions applicable to you.
7. Under no circumstances you are permitted to undertake any other employment whether whole or part-time with any other company, or person. Failure to adhere this clause shall result in automatic termination of your services without any notice and you will be liable for the damages suffered by company during this course.
8. You will be liable to undertake such traveling as may be required in the interest of business from time to time.
9. During the courses of employment you will be liable to be transferred within the company or to any of the company's affiliates, subsidies or sister concerns, in any part of India, whether existing or acquired /started later on as required by the exigencies of our business at the discretion of the company.
10. In case there will be any change in your address, you will intimate us in writing within three days from the date of such change.
11. If you are found absent for 7 days without prior permission in writing of the management or if you proceed on leave without prior sanction or over-stay the sanctioned leave without first getting it sanctioned, then it would make you lose your lien on job and your services would be liable to terminate purely at the discretion of the management without citing any reference to you.



authentic freshness & flavour

GSTIN: 03AABFF9886E1ZC

A-23/A, Focal Point Extn., Jalandhar,
Punjab, India-144004

Ph.: +91-181-5077771, 5077772, 5077773

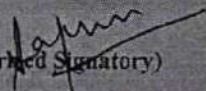
email: info@foodcoast.com, web: www.foodcoast.com

FOODCOAST INTERNATIONAL

12. You will be retired on attaining the age of 58 years unless the management in its discretion for special reasons permits you to continue thereafter. Your date of birth as entered in our record is November 15, 1997.
13. Your acceptance of appointment is an undertaking by you that
 - (i) You will not take any interest in the activities of any other business and,
 - (ii) You will not, either during the continuance of your employment or thereafter, disclose any of the information or secrets of Foodcoast International to any other company or person without written consent; or use or attempt to use any such information which you may acquire in the course of your employment in any manner, which may injure or cause loss to Foodcoast International.
14. All the material or know-how developed either by you or developed during employment including the books or software or technologies, formulae, publications, systems, projects, manuals, policies, drawings, photographs, designs, samples during your tenure of employment with Foodcoast International shall invariably be the property of Foodcoast International and all rights including copyrights, trademarks, patents etc. shall remain with Foodcoast International. You are not entitled to use or transfer the same for any sort of personal gain or otherwise during the tenure or after termination of your employment. Foodcoast International has the right to use your name in such works even after the termination of your services without any separate consent from you.
15. Your appointment is being made on the basis of the particulars declared by you in the application submitted by you for the appointment and in case any information as given by you is found to be false or incorrect, your appointment will be deemed to be void ab initio and liable for termination without any notice or salary in lieu of notice.
16. You shall, besides the general duties mentioned herein, perform the duties as assigned to you by management from time to time.
17. You shall work during such hours each day as may be fixed from time to time.
18. You are requested to kindly go through the details of the letter of appointment carefully and provide us a duplicate copy duly signed by you signifying that you have fully understood all the terms of the letter of appointment.

We welcome you to our organization, wish you a successful career and look forward to a long mutually satisfying association. We can assure you a healthy work climate.

For Foodcoast International,


(Authorized Signatory)

UNDERTAKING OF THE CANDIDATE

I have clearly understood the above terms and conditions of appointment and accept the same.
(Signature of the Candidate)

Dated _____



Date: 11 Nov 2020

Name: Mr Abhishek Sharma

Trainee ID: TR10332240

Sarkaghat Mandi

HP 175024

Dear Mr Abhishek Sharma

Course Registration Letter

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 1 Year with start date 11 Nov 2020 and end date 10 Nov 2021 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.
3. During the course of this training programme you would be going through online session on the followings:
 - a. Communication Skills
 - b. Personality Development and
 - c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University. Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
 - iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
 - iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.

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TEAMLEASE SKILLS UNIVERSITY

Office: BMTC Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095, Ph: (91-80) 68243000/60012345 Fax: (91-80) 68243001

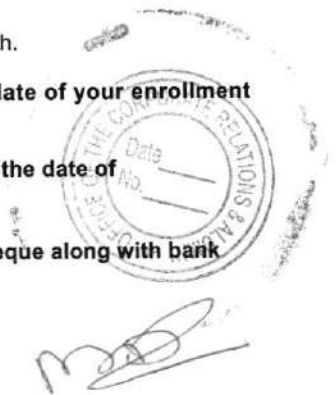
Campus: ITC Building, ITI Tarsali Campus, Tarsali, Vadodara 390009

Gujarat | Ph: 265-6189100 | email: info@teamleaseuniversity.ac.in | www.teamleaseuniversity.ac.in

9. For any regular absenteeism or if you are reported to be absconding from your On Job Training then this Course Registration letter for On Job Training shall be terminated according to the Provisions of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013 or any other Rules / Schemes framed thereof.
10. You're On Job training can be terminated without payment of any Stipend in the event: -
- If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
 - You agree to defend, indemnify and hold TeamLease harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.
11. You shall be entitled to a consolidated stipend an amount of Rs 15057/-. You hereby authorize TeamLease Skills University to make all payments required to be made to you by TeamLease Skills University either by way of Cheque or by directly crediting the amounts to your bank account.
12. Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Stipend	15000
Trainee Compensation	57
TotalAmount	15057.00
Amount In Words(Rs)	Fifteen Thousand Fifty Seven rupees

13. TeamLease Skills University will make available to you 200 hours of Online Course Content with regards to skills and upon confirmation by the establishment that you have commenced your training you will be provided access to the same through the Trainee Portal.
14. The eligibility criteria for the successful course completion are as follows:
- a. Successful clearance of the Online Assessment in relation to the 200 hours of Course provided as specified under clause number 13 herein
 - b. Successful submission of the dissertation and satisfactory completion of viva voce by us
15. On successful completion of the above provisions (a) and (b) you shall be entitled for On Job Training cum Employability Training Proficiency Certificate. In the event of non-clearance of Online Assessment (Point (a) above) but successful completion of the On Job Training you will only be issued the On Job Training Completion Certificate
16. You shall be imparted On Job Training according to normal hours of work of the department in the establishment to which you will be attached for training.
17. The Stipend for a particular month shall be paid on or before the 10th of the following month.
18. This Course Registration Letter shall stand automatically withdrawn from the date of your enrollment under the NEEM scheme:
- o If you fail to submit the below-listed documents, within 15 working days from the date of you receiving this course registration letter:-
 1. Copy of your Aadhaar Card
 2. Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit
 3. Copy of highest educational qualification certificate
 - o If documents furnished by you are found to be false at any point in time.



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TEAMLEASE SKILLS UNIVERSITY

Office: BMT Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095, Ph: (91-80) 68243000/60012345 Fax: (91-80) 68243001

Campus: ITC Building, ITI Tarsali Campus, Tarsali, Vadodera 390009

Gujarat | Ph: 265-6189100 | email: info@teamleaseuniversity.ac.in | www.teamleaseuniversity.ac.in

Any disagreement or dispute between TeamLease Skills University and You arising out of the Terms and Conditions of this Course Registration Letter or any other Terms intimated to you from Time to Time with reference to this Course Registration Letter or Incidental or ancillary thereto, shall be referred to and governed by the provisions of the terms laid of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2013.

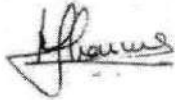
ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TeamLease Skills University or any guarantee of employment.

For TeamLease Skills University

Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: ABHISHEK SHARMA

Note : The acknowledged copy to be dispatched to below mentioned address :

To ROPS Team, TeamLease Services Ltd, **8th Floor**, BMTC Commercial Complex, 80ft road, Koramangala, Bangalore-5600 95.



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Campus: ITC Building, ITI Tarsali Campus, Tarsali, Vadodara 390009

Gujarat | Ph: 265-6189100 | email: info@teamleaseuniversity.ac.in | www.teamleaseuniversity.ac.in

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Offer: Computer Consultancy
Ref: TCSL/DT20207201085/Chennai
Date: 05/08/2021

Mr. Khamesh Sharma
Vill. Kather , Opposite Sub Jail,
Near Ware House,
Solan-173213,
Himachal Pradesh.
Tel# -

Dear Khamesh Sharma,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential
TCSL/DT20207201085

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com