

2022-24.

Placement Details

Sr. No.	Students Name	Gender	Company Name	Location	CTC
1	Gaurav Joshi	Male	India Mart	Thane	3.96
2	Vedant Dani	Male	Niva Bupa Health Insurance Ltd	Nashik	4.62
3	Gokul Jorawar	Male	Niva Bupa Health Insurance Ltd	Nashik	4.62
4	Nikita Jadhav	Female	Niva Bupa Health Insurance Ltd	Nashik	4.62
5	Vaibhav Sarkate	Male	Niva Bupa Health Insurance Ltd	Nashik	4.62
6	Akansha Wakadkar	Female	Niva Bupa Health Insurance Ltd	Nashik	4.62
7	Gayatri Desai	Female	Niva Bupa Health Insurance Ltd	Nashik	4.62
8	Manasi Kulkarni	Female	Niva Bupa Health Insurance Ltd	Nashik	4.62
9	Mayuri Rawat	Female	Niva Bupa Health Insurance Ltd	Nashik	4.62
10	Meghana Wani	Female	Ashoka Buildcon Ltd	Nashik	3
11	Tejaswini Nagare	Female	WNS	Nashik	2.5
12	Tushar Kocchar	Male	WNS	Nashik	2.5
13	Gauri Verma	Female	WNS	Nashik	2.5
14	Tejaswini Patil	Female	WNS	Nashik	2.5
15	Radhika Chandak	Female	Decimal Point Analytics	Nashik	3
16	Swapnil Wani	Male	Decimal Point Analytics	Nashik	3
17	Meenal Amlekar	Female	Decimal Point Analytics	Nashik	3
18	Danish Pathan	Male	Decimal Point Analytics	Nashik	3
19	Faizan Ansari	Male	Decimal Point Analytics	Nashik	3
20	Rushikesh Shinde	Male	Decimal Point Analytics	Nashik	3
21	Abhijeet Pande	Male	Decimal Point Analytics	Nashik	3
22	Haris Nadaf	Male	Decimal Point Analytics	Nashik	3
23	Vishwesh Patil	Male	Decimal Point Analytics	Nashik	3
24	Prajakta Karambe	Female	Decimal Point Analytics	Nashik	3
25	Abha Tiwari	Female	Decimal Point Analytics	Nashik	3
26	Saurabh Kulkarni	Male	Decimal Point Analytics	Nashik	4
27	Ganesh Fartade	Male	Depth Consulting	Thane	4.5
28	Shantanu Somawanshi	Male	Depth Consulting	Thane	4.5
29	Abhinav Kalantri	Male	ICICI Prudential Life Insurance	Nashik	2.8
30	Pranav Dubey	Male	ICICI Prudential Life Insurance	Nashik	2.8
31	Chetan Vadnere	Male	India Mart	Nashik	3.6
32	Ketaki Marathe	Female	Etios	Nashik	3
33	Sohel Shaikh	Male	Turin	Remote, US	5
34	Om Shah	Male	Anand Rathi Investments	Nashik	5.08
35	Sahil Gaikwad	Male	Mosdorfer Knill Gruppe	Nashik	3
36	Samruddhi Aher	Female	Press Metal Industries	Nashik	2.8
37	Abhinav Kalantri	Male	NJ India Invest	Nashik	5.78
38	Mehul Pawar	Male	NI India Invest	Nashik	5.78

COORDINATOR

Internal Quality Assurance Cell
Ashoka Business School, Nashik

DIRECTOR

Ashoka Business School
Nashik

39	Aakash Borade	Male	NJ India Invest	Nashik	5.78
40	Ashwini Jain	Female	HDFC AMC	Nashik	3.2
41	Jayesh Pagare	Male	Tech Alchemy Studio	Pune	3
42	Shruti Betkari	Female	Momentum Training and HR	Nashik	3
43	Abhishek Bakare	Male	NJ India Invest	Nashik	5.8
44	Isha Pawar	Female	EClrx	Pune	4.5
46	Sakshi Deshmukh	Female	Ampcus	Nashik	3
47	Sakshi Jadhav	Female	Prakvi Techno Solutions	Nashik	2
48	Vishakha Dayal	Female	ESDS	Nashik	1.8
49	Ruchita Ahirwar	Female	ESDS	Nashik	1.8
50	Priyanka Borade	Female	GM India Pvt Ltd	Ahmedabad	2.64
51	Janvi Punjabi	Female	Epic Marketing India	Nashik	5.4
52	Farnaz Irani	Female	ECC	Nashik	3.6
53	Vineet Nair	Male	Supreme Equipment	Nashik	2.6
54	Drishti Sharma	Female	ExSquare Allianza Global	Nashik	2.5
55	Sneha Mishra	Female	Virtual Construction Solutions	Nashik	2.5
56	Tulsi Vaidya	Female	Alliance Advisory	Mumbai	3.36
57	Sejal Sonawane	Female	Atos	Mumbai	2.5
58	Nikita Jadhav	Female	Capgemini	Mumbai	2.56
59	Sonal Kolhe	Female	Capgemini	Mumbai	2.56
60	Nilam Vishwakarma	Female	Northern Trust	Pune	4.5
61	Sahil Gaikwad	Male	Mosdorfer India	Nashik	2.4
62	Shruti Betkari	Female	Momentum Consultancy	Nashik	1.20
63	Rutvik Dattani	Male	Ampcus	Nashik	2.5

**COORDINATOR**Internal Quality Assurance Cell
Ashoka Business School, Nashik**DIRECTOR**Ashoka Business School
Nashik



Capgemini Technology Services India Limited,

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III,
MIDC-SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.
CIN: U85110PN1993PLC145950
E: cgcompanysecretary.in@Capgemini.com
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 902870/ 27263,

11/17/2024
Sonal Kolhe

Plot no 243 Badikheda

India

Confidential

Dear Sonal Kolhe,

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 11/20/2024 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Associate / A2**.

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

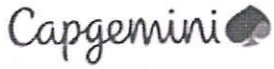
C) You have to report by 9:00 A.M. at **Mumbai** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address: Capgemini Technology Services India Limited, CAPGEMINI Knowledge Park (SEZ), IT 3 / IT 4, Airoli Knowledge Park, Thane-Belapur Road, Airoli, Navi Mumbai - 400708, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name, please contact your recruiter before your DTD. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **₹256,730.00/-** (Rupees Two Lakh Fifty Six Thousand Seven Hundred Thirty Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. 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:



Capgemini Technology Services India Limited,

Registered Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III,
MIDC-SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.
CIN: U85110PN1993PLC145950
E: cgcompanysecretary.in@Capgemini.com
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1224507/ 96762,

11/22/2024
Nikita Bandu Jadhav

Patil PG
sector 4 Airoli
India

Confidential

Dear Nikita Bandu Jadhav,

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 11/28/2024 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Associate / A2**.

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

C) You have to report by 9:00 A.M. at **Mumbai** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address: Capgemini Technology Services India Limited, CAPGEMINI Knowledge Park (SEZ), IT 3 / IT 4, Airoli Knowledge Park, Thane-Belapur Road, Airoli, Navi Mumbai - 400708, Maharashtra

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **₹256,730.00/-** (Rupees Two Lakh Fifty Six Thousand Seven Hundred Thirty Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any – skill allowance payout as applicable to you. 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:

3rd June 2024

Ref. No - MIPL/HR/24-25/717

Mr. Sahil Gaikwad
Suvidhya B-48, State Emp. Co-op housing society,
Opp. N M C Garden, Ashok Nagar,
Nashik, Maharashtra - 422012

Appointment Letter

Dear Mr. Sahil,

This is further to the Model Contract of Apprenticeship Training issued to you for your training as a Graduate Appretice Trainee- Supply Chain Management at Mosdorfer India Private Limited, Nashik effective 3rd June 2024. Please note the following terms and conditions.

Period of Apprentiship Training

Your apprenticeship training shall be in accordance with Apprentices Act, 1961 i.e., for a period of 12 months with effect from 3rd June 2024 to 2nd June 2025.

Stipend

The rate of Stipend payable to you shall be Rs.20000/- (Rupees Twenty Thousand Only) per month.

Leave

Leave, holidays and working hours as applicable to your designation and location of posting.

Responsibilities:

In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your training with Mosdorfer India Private Limited. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

Mosdorfer India Pvt. Ltd.

Factory: Gat No. 196/ 1 and 2, Village Gonde Numala, MIDC Gonde, Taluka Igatpuri, District Nashik - 422400,
Maharashtra, India

Regd. Office: 403C, Wing B1, Marathon Innova, Opp. Peninsula Corporate Park, Lower Parel, Mumbai 400013, India
Phone +91 22 2492 6393 94 95 96, Fax +91 22 2495 3082, office.india@mosdorfer.com, www.mosdorfer.com

CIN No.: U74999MH2007PTC168305

GSTIN : 27AAECM9963D1Z6



GOOROO MOBILITY INDIA PVT LTD

8th July, 2024

Priyanka Borade,
Ahmedabad, India.

APPOINTMENT LETTER OF EMPLOYMENT

Dear Priyanka Borade,

We have pleasure in offering you employment with Gooroo Mobility India Private Limited!!.

GM India India Pvt. Ltd. is pleased to offer you the position of “**HR & Personal Assistant**” based in India with effect from “**July 8th, 2024**”. In this position, you will work full-time with GM India and will report to **Mr. M Sabesan, CEO, GM India**” in practice.

Here are the combined roles and responsibilities of an HR and Personal Assistant:

1. **Recruitment Support:** Assisting with job postings, scheduling interviews, and onboarding new hires.
2. **Employee Relations:** Managing employee inquiries, maintaining records, and supporting HR-related communications.
3. **Payroll and Benefits:** Helping with payroll processing, benefits administration, and maintaining confidential employee information.
4. **Public Relations:** Assisting in crafting press releases, managing social media channels, and coordinating PR events.
5. **Administrative Tasks:** Handling general administrative duties, such as filing, data entry, and coordinating meetings.
6. **Event Coordination:** Organizing and supporting company events, meetings, and training sessions.
7. **Data Management:** Compiling and updating employee records and generating reports.
8. **Schedule Management:** Managing the executive's calendar, scheduling appointments, and organizing meetings.
9. **Travel Arrangements:** Coordinating travel plans, booking flights, accommodations, and preparing itineraries.
10. **Event Planning:** Adding events and appointments on behalf of Sabesan and company-related activities when required.
11. **Correspondence Handling:** Managing emails, phone calls, and other communications on behalf of the executive.
12. **Document Preparation:** Preparing reports, presentations, and other documents as needed.
13. **Task Coordination:** Ensuring follow-up on action items and assisting with project management tasks.
14. **Management Support:** Attending any tasks assigned by management and being available to take up additional responsibilities as needed.

Certifications: You are required to complete the relevant certifications as assigned by your manager.

DECIMAL POINT

Innovative Research Solutions

To,
Radhika Chandak
N-43-CA-1,29/4,
Near Panchamrut Kirana Shop,
Trimurti Chowk, Cidco,
, 422008

Dear Radhika,

Re: Offer Letter for the post of Research Analyst

Following our discussions, I am pleased to offer you, on behalf of Decimal Point Analytics Private Limited, a position as "Research Analyst".

Your fixed cost to company would be **Rs.2,65,000/- per annum**, and after confirmation fixed cost to the company would be **Rs.3,00,000/- per annum**. This includes a performance linked retention bonus of **Rs.25,000/-** which shall be payable after completion of one successful year of your full-time service from your date of joining based on your performance and gratuity as per rules.

Night Shift Allowance will be as per policy.

We look forward to your joining us on or before **07-August-2024**. By accepting this letter, you agree to bind yourself to the terms of the employment, including notice period as decided by the company.

I would like to reiterate our high regard for you, and in the interim, if I can be of help, please do not hesitate to call me.

Sincerely,



Shailesh Dhuri
Chief Executive Officer

I accept this letter & agree to abide by the terms of employment of the company.

Encl:

- Terms & Conditions
- Acceptance Copy

Decimal Point Analytics Private Limited
CIN No. U67120MH2005PTC157773

Registered Office
5A, B-Wing, Trade Star Building, J. B. Nagar,
Andheri-Kurla Road, Andheri (East),
Mumbai - 400 059, Maharashtra, India
T +91 22 3001 5200 F +91 22 3001 5250

www.decimalpointanalytics.com
1st Floor, 99 Bishopsgate,
London, EC2M 3XD,
United Kingdom
Tel: +44 20 3286 1998

info@decimalpointanalytics.com
17 State Street,
Suite 4000, New York,
NY 10004 U.S.A.
T: +1 (917) 341 3218

Mr/Ms Pranit Ajay Wagh
Flat no. 1, Abhishek Appartment
Ganesh Nagar, Kathe Galli
Dwarka
Nashik
Maharashtra 422011

Subject: Offer for the Position of Executive - Operations, Consumer & Manufacturing

Dear Pranit Ajay Wagh,

This has reference to your application and the subsequent interviews you had with us.

We are pleased to offer you the position of **Executive - Operations-Manufacturing**, in the **Consumer & Manufacturing with Mahindra Logistics Limited at Dispatch Office, Bhosari, Pune, Maharashtra, India, (West 2)**. You will be given a Letter of Appointment having all the terms and conditions on your joining. Your salary details are as per attached **Annexure A**.

Your appointment is subject to:

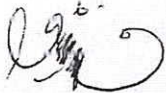
1. You are joining the services of the company on or before **22-02-2024**
2. Your written acceptance of the offer letter.
3. The verification of your testimonials.
4. We are receiving satisfactory reports from your references.

You need to submit documents on the day of joining as mentioned in **MLL Joining Kit Forms** attached along with the offer letter. Please refer to the attachment for further details.

You will be on probation for a period of six months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period, your services can be terminated with 30 days notice on either side. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing.

Please confirm your acceptance of the above terms and conditions when you accept the offer. We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **Mahindra Logistics Limited**



Edwln Lobo
Vice President - Human Resources
20-02-2024



EPIC MARKETING INDIA

Date: 1st Feb 2024

Dear Janvi,

We are delighted to extend an offer for the position of Senior Marketing Executive at Epic Marketing India. After reviewing your qualifications and interviewing you, we are confident that you will bring valuable skills and expertise to our team.

Position: Senior Marketing Executive

Start Date: 01/02/2024

Salary: 45,000 on a monthly basis

Job Responsibilities:

- Develop and implement strategic marketing plans to achieve company objectives.
- Conduct market research to identify trends and opportunities.
- Create engaging content for various marketing channels, including social media, email campaigns, and website.
- Coordinate with the sales team to develop marketing collateral and support sales efforts.
- Analyze campaign performance and provide insights for continuous improvement.
- Stay updated on industry trends and best practices to ensure marketing strategies remain effective.

We believe that your experience makes you an excellent fit for this role. You will have the opportunity to contribute to our dynamic marketing team and make a meaningful impact on our company's success.

If you have any questions or require further information, please feel free to contact me.

Congratulations once again, and we look forward to your positive response.

Sincerely,

Viraj Shah, Director
EPIC MARKETING
INDIA

Tel. +91-8898172505

Yash Bungalow, Advait Colony, Canada
Corner, Nashik - 422005

Mr/Ms Pranit Ajay Wagh
Flat no. 1, Abhishek Apartment
Ganesh Nagar, Kathe Galli
Dwarka
Nashik
Maharashtra 422011

Subject: Offer for the Position of Executive - Operations, Consumer & Manufacturing

Dear Pranit Ajay Wagh,

This has reference to your application and the subsequent interviews you had with us.

We are pleased to offer you the position of **Executive - Operations-Manufacturing**, in the **Consumer & Manufacturing with Mahindra Logistics Limited at Dispatch Office, Bhosari, Pune, Maharashtra, India, (West 2)**. You will be given a Letter of Appointment having all the terms and conditions on your joining. Your salary details are as per attached **Annexure A**.

Your appointment is subject to:

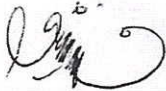
1. You are joining the services of the company on or before **22-02-2024**
2. Your written acceptance of the offer letter.
3. The verification of your testimonials
4. We are receiving satisfactory reports from your references.

You need to submit documents on the day of joining as mentioned in **MLL Joining Kit Forms** attached along with the offer letter. Please refer to the attachment for further details.

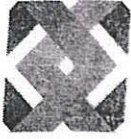
You will be on probation for a period of six months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period, your services can be terminated with 30 days notice on either side. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing.

Please confirm your acceptance of the above terms and conditions when you accept the offer. We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For **Mahindra Logistics Limited**



Edwin Lobo
Vice President - Human Resources
20-02-2024



Depth Consulting Services Pvt. Ltd.
A – 402, Sarena Bldg, Shanti Park,
Nr, Police Ground,
Ghatkopar (E), Mumbai – 400 077

✉ info@depthconsulting.in

📶 www.depthconsulting.in

Employment as per this offer is subject to them being medically fit and 100% relocation. DCS is not responsible for re-imburement of travel, accommodation of the students for interview, relocation, project demands.

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

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

Yours Truly,
for Depth Consulting Services Pvt. Ltd.

Niyati Sanghrajka
Human Resources

Annexure I

Salary Component	Monthly	Yearly
Basic	17,083	205,000
HRA	8,542	102,500
Conveyance	1,600	19,200
Medical	1,250	15,000
Special Allowances	3,092	37,100
Medical Insurance Premium	300	3,600
Gratuity	500	6,000
Employer PF contribution	1,800	21,600
CTC	34,167	4,10,000
Performance Bonus (2024-2025)		40,000
Total CTC		4,50,000

Note:- Please note that the performance bonus shall be paid proportionate based on your tenure in the organization during that year of appraisal.

X Ganesh

X Shree

NP Mittal
Dr. Nainesh Mittal
Head - Training & Placement

SALARY ANNEXURE

Compensation Components	From DOJ		Post Confirmation	
	Monthly (Rs.)	Annual (Rs.)	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances				
Basic Salary	7,729	92,750	8,750	1,05,000
House Rent Allowance	3,092	37,100	3,500	42,000
Special Allowance	7,039	84,472	8,446	1,01,350
Employer's Contribution to Provident Fund	1,772	21,267	1,800	21,600
Total Salary & Allowances	19,628	2,35,539	22,496	2,69,950
Performance Bonus*	-	-	-	-
Performance Linked Retention Bonus**	2,083	25,000	2,083	25,000
Total Gross Salary	21,712	2,60,539	24,579	2,94,950
Gratuity	372	4,461	421	5,051
Total CTC to company	22,083	2,65,000	25,000	3,00,000
Tax Deductions (Subject to Investment Declarations)	-	-	-	-
Profession Tax	200	-	200	-
Contribution to Provident fund	3,544	-	3,600	-
ESIC	134	-	155	-
Net Pay per month	15,750		18,541	
Total CTC to company (L.L.)		2,65,000		3,00,000

Notes:

(1) Company's Contribution to PF is @12% and is calculated considering basic and allowances pay as Rs 15000/-or actual whichever is lower. The contribution to PF from employers side shall be deducted from CTC of employee

(2) The Salary / allowance structure is subject to modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws in force.

(3) All payments would be as per company rules & regulations and administrative procedures regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations applicable to the Company.

**Performance linked retention bonus will be paid as per company policy.



PRAKVI TECHNO SOLUTIONS PRIVATE LIMITED

Branch Office: Office # 3, Second Floor, R V Plaza, Mumbai Naka, Nashik - 422 001 Maharashtra
CIN : U74110DL2016PTC291902

Date: 7th June 2024

To,
Sakshi Shashikant Deshmukh
Nashik

Subject: Letter of Intent

Dear Sakshi,

This is with the reference to your application; we are pleased to inform you that you have been selected for the position of "Associate - Talent Acquisition", in our organization.

You need to join on or before 24th June 2024 at our Nashik office on mutually agreed terms & conditions. Your CTC would be ₹.2,06,130/ per annum after verification of all the required documents.

This offer will be valid for one week from the date of Letter of Intent.

Thanking You,

For, PRAKVI TECHNO SOLUTIONS PVT. LTD

Rashmi Kachi
Senior Manager - HR





IndiaMART InterMESH Ltd.
Asiatech Business Crestara, Plot No.22,
Tower 2, Floor No B, Sector - 135, Noida, UP
Call Us: +91-9096009046
E: customerservice@indiamart.com
Website: www.indiamart.com

Letter of Intent- Final Placement

December 13, 2023

Dear Gaurav Joshi,

Congratulations on your selection with IndiaMART!

We are delighted to extend this offer to you with IndiaMART InterMESH Ltd. as follows:

Position: Executive- Client Servicing (FSF)

CTC: 3,60,000/- LPA + 36,000/- PA (CCA)*

Location: Mumbai (Maharashtra)

Apart from the above-mentioned CTC, we offer best in the below leading benefits:

- Weekly Salary
- Lucrative Incentives plans over and above the fixed salary
- Accidental Insurance/Medicaid, with no premium charged from our employees.
- Life Insurance at ZERO cost to our employees
- I-LEAP Program (Higher Education Assistance Program)

Your offer letter will be shared once you complete your onboarding process with us.

In order to facilitate the above, you are required to submit the documents listed in the Annexure 1.

Kindly share the signed copy of this LOI as a token of acceptance.

Yours Sincerely
For IndiaMART Intermesh Ltd.

Perna Hajela
AVP - Human Resources

Gaurav Joshi

Annexure 1

We request you to share the below listed documents at moksha.oswal@indiamart.com as these are mandatory for the completion of your onboarding process and will be shared with our partner for conducting your background verification -

1. PAN Card (Please apply, if do not possess one and share acknowledgement with us)
2. Aadhar Card (Please apply, if you do not possess one and share acknowledgement with us)
3. 10th Marksheet and 12th Marksheet
4. Final Marksheet for Graduation (In case of any backlog, please share all semester-wise marksheets)
5. All semester wise mark sheet for Post-Graduation
6. Bank Details (Passbook details/Cancelled Cheque/Online Bank Statement)
7. Laptop Declaration Form and Conveyance Declaration Form
8. Valid Driving License and 2-wheeler RC
9. Vaccination Certificate

Please note that:

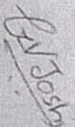
1. *City Compensatory Allowance (CCA) is a special paid while your working location is Bangalore/Mumbai. In case you are transferred to any other city then this component will no more be applicable to you and will be removed from your salary structure effective from the date of transfer.
2. Company holds the right to change the location on the basis of vacancy available at that time of joining, etc.
3. Any relocation/transfer will be allowed post completion of a minimum 12 months.
4. The LOI has been shared to you on the basis of information provided by you during interview process. However, if any discrepancy found during the documentation process/joining, this offer stands void.

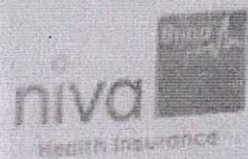
We wish that your journey with us is filled with opportunities, growth, and countless moments of success.

In case of any queries, please feel free to contact Ms. Moksha Oswal @8329859474

(Candidate's Signature)

Name and Date





Letter Of Intent

Date: 8/12/23
Name: Vedant Dani
Place of Posting: Nashik
(A) / (B)

Dear Vedant,

1. We are pleased to inform that you have been shortlisted for the position of Next Gen Sales Channel in Niva Bupa Health Insurance across anywhere in India.
2. Your date of joining would be June 24 failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
5. Your annual compensation breakup shall be as below:

Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.
** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.
For Niva Bupa Health Insurance

Authorized Signatory



3

IndiaMART InterMESH Ltd.
Assotech Business Crestera, Plot No.22,
Tower 2, Floor No.6, Sector - 135, Noida,UP
Call Us: +91 - 9696999996
E: customercare@indiamart.com
Website: www.indiamart.com

Letter of Intent- Final Placement

December 13, 2023

Dear Gokul Jorwar,

Congratulations on your selection with IndiaMART!

We are delighted to extend this offer to you with IndiaMART InterMESH Ltd. as follows:

Position: Executive– Client Servicing (FSF)

CTC: 3,60,000/- LPA + 36,000/- PA (CCA)*

Location: Mumbai (Maharashtra)

Apart from the above-mentioned CTC, we offer best the below leading benefits:

- Weekly Salary
- Lucrative Incentives plans over and above the fixed salary
- Accidental Insurance/Medicaid, with no premium charged from our employees.
- Life Insurance at ZERO cost to our employees
- I-LEAP Program (Higher Education Assistance Program)

Your offer letter will be shared once you complete your onboarding process with us.

In order to facilitate the above, you are required to submit the documents listed in the Annexure 1.

Kindly share the signed copy of this LOI as a token of acceptance.

Yours Sincerely
For IndiaMART InterMesh Ltd.

Prerna Hajela
AVP - Human Resources



Letter Of Intent

Date: 8/12/23
Name: Gokul Jauwan
Place of Posting: Nashik

(A) / (B)

Dear Gokul -

1. We are pleased to inform that you have been shortlisted for the position of Next Gen Sales Channel in Niva Bupa Health Insurance across anywhere in India.
2. Your date of joining would be June '24, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
5. Your annual compensation breakup shall be as below:

Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of Intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.
** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.
For Niva Bupa Health Insurance

Authorized Signatory



Letter Of Intent

Date: 8/12/23
Name: Nikita Jadhav
Place of Posting: Nashik

(A) / (B)

Dear Nikita,

1. We are pleased to inform that you have been shortlisted for the position of Next Gen Sales Channel in Niva Bupa Health Insurance across anywhere in India.
2. Your date of joining would be June '24, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
5. Your annual compensation breakup shall be as below:

Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of Intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.
** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.

For Niva Bupa Health Insurance

Authorized Signatory
[Signature]

[Signature]



Letter Of Intent

Date: 08/Dec/2023
Name: Akanksha Wakadkar
Place of Posting: Nashik
(A) / (B)

Dear Akanksha

- 1. We are pleased to inform that you have been shortlisted for the position of **Next Gen Sales Channel** in Niva Bupa Health Insurance across anywhere in India.
- 2. Your date of joining would be June-2024, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
- 3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.

- 4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
- 5. Your annual compensation breakup shall be as below:

Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

- 6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
- 7. However, in the event of any misconduct by you, this letter of Intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.
** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.
For Niva Bupa Health Insurance

Authorized Signatory

Akan

Letter Of Intent

Date: 8/12/23

Name: Gayatri Desai

Place of Posting: Nashik

(A) / (B)

Dear Gayatri,

1. We are pleased to inform that you have been shortlisted for the position of Next Gen Sales Channel in Niva Bupa Health Insurance across anywhere in India.
2. Your date of joining would be June '24, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India

5. Your annual compensation breakup shall be as below:

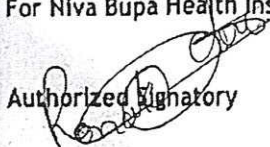
Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of Intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.
 ** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.

For Niva Bupa Health Insurance

Authorized Signatory


Gayatri Desai




Letter Of Intent

Date: 08/Dec/2023

Name: Mansi Kulkarni

Place of Posting: Nashik

(A) / (B)

Dear Mansi,

1. We are pleased to inform that you have been shortlisted for the position of Next Gen Sales Channel in Niva Bupa Health Insurance across anywhere in India.
2. Your date of joining would be June-2024, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
5. Your annual compensation breakup shall be as below:

Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of Intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.
 ** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.

For Niva Bupa Health Insurance

Authorized Signatory

mpe

Letter Of Intent

Date: 8/12/23

Name: Mayuri Rawat

Place of Posting: Nashik

(A) / (B)

Dear Mayuri,

1. We are pleased to inform that you have been shortlisted for the position of Next Gen Sales Channel in Niva Bupa Health Insurance across anywhere in India.
2. Your date of joining would be June 2024, failing which, this offer letter shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. This letter is only Letter of Intent and formal offer letter will be issued to you before 15 days from your date of joining.
4. Apart from your initial job posting location, you will be liable to be transferred in such capacity that the management may determine, to any other department, branch, unit, factory or establishment under the same management or same principals, whether existing or to be set up in future in any part of India.
5. Your annual compensation breakup shall be as below:

Total	INR 4,62,000/-
Fixed*	INR 3,10,000/-
Joining Bonus after 6 months	INR 20,000/-
Joining Bonus after 12 months	INR 20,000/-
Allowances	INR 42,000/-
Incentives**	upto INR 70,000/-

6. Please carry original and submit the copies of the following documents on the day of joining:
 - a. PAN Card and E- Aadhaar Card
 - b. X & XII passing certificate, Marksheet/Degree of Graduation & MBA / PGDM
 - c. Cancel Cheque
7. However, in the event of any misconduct by you, this letter of Intent shall automatically stand withdrawn and cancelled from date of issuance of this letter.

*Fixed CTC is subject to Statutory, Tax deduction as applicable.

** Incentives as per the Sales Incentives Policy.

We look forward to welcoming you, and wish you all the best for this exciting new journey.

For Niva Bupa Health Insurance

Authorized Signatory

M.M. Rawat

SALARY ANNEXURE

Compensation Components	From DOJ	
	Monthly (Rs.)	Annual (Rs.)
Salary & Allowances		
Basic Salary	7,729	92,750
House Rent Allowance	3,092	37,100
Special Allowance	7,039	84,472
Employer's Contribution to Provident Fund	1,772	21,267
Total Salary & Allowances	19,628	2,35,539
Performance Bonus*	-	-
Performance Linked Retention Bonus**	2,083	25,000
Total Gross Salary	21,712	2,60,539
Gratuity	372	4,461
Total CTC to company	22,083	2,65,000
Tax Deductions (Subject to Investment Declarations)	-	-
Profession Tax	200	-
Contribution to Provident fund	3,544	-
ESIC	134	-
Net Pay per month	15,750	
Total Cost to Company (CTC)		2,65,000

Post Confirmation	
Monthly (Rs.)	Annual (Rs.)
8,750	1,05,000
3,500	42,000
8,446	1,01,350
1,800	21,600
22,496	2,69,950
-	-
2,083	25,000
24,579	2,94,950
421	5,051
25,000	3,00,000
-	-
200	-
3,600	-
155	-
18,541	
	3,00,000

Notes:

(1) Company's Contribution to PF is @12% and is calculated considering basic and allowances pay as Rs 15000/-or actual whichever is lower. The contribution to PF from employers side shall be deducted from CTC of employee

(2) The Salary / allowance structure is subject to modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws in force.

(3) All payments would be as per company rules & regulations and administrative procedures regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations applicable to the Company.

Chandak

Radhika Chandak.

DECIMAL POINT

Innovative Research Solutions

To,
Radhika Chandak
N-43-CA-1,29/4,
Near Panchamrut Kirana Shop,
Trimurti Chowk, Cidco,
, 422008

Dear Radhika,

Re: Offer Letter for the post of Research Analyst

Following our discussions, I am pleased to offer you, on behalf of Decimal Point Analytics Private Limited, a position as "Research Analyst".

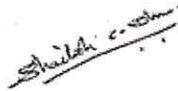
Your fixed cost to company would be **Rs.2,65,000/- per annum**, and after confirmation fixed cost to the company would be **Rs.3,00,000/- per annum**. This includes a performance linked retention bonus of **Rs.25,000/-** which shall be payable after completion of one successful year of your full-time service from your date of joining based on your performance and gratuity as per rules.

Night Shift Allowance will be as per policy.

We look forward to your joining us on or before **07-August-2024**. By accepting this letter, you agree to bind yourself to the terms of the employment, including notice period as decided by the company.

I would like to reiterate our high regard for you, and in the interim, if I can be of help, please do not hesitate to call me.

Sincerely,



Shailesh Dhuri
Chief Executive Officer

I accept this letter & agree to abide by the terms of employment of the company.

Encl:

- a. Terms & Conditions
- b. Acceptance Copy

Date: 28.05.2024

Intimation Letter and Terms of Reference

Dear Ashwini Jain,

1. Your employment with **Randstad India Private Limited** shall be valid up to 30th September 2024. During this tenure, your services will be deputed to HDFC Asset Management Company Limited to do work pertaining to/incidental to the client's business.
2. **Joining:** Subject to your submission of complete documents you are required to join on or before 31st July, 2024 unless extended by us in writing.
3. **Location:** Your location / branch will be communicated to you shortly. You may be asked to relocate to any branch depending on business requirements.
4. **Training Period:** During the initial period of training, you will be exposed to both sales and client services role.
5. **Certification:** During the course of employment you are required to complete –
 - a. NISM VA
 - b. NISM Series (X-A, X-B, XIX A & XXI A).
6. **Compensation:** During the training period you will receive compensation of Rs. 3, 20, 000/- per annum.
7. **Background Checks:** The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.
8. **Other terms and conditions:**
 - a. You successfully complete your 2 year full time MBA programme.
 - b. You agree to submit the documents required by the organization – list annexed herewith.
 - c. 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 the employer
 - d. You hereby acknowledge and agree to abide by all internal Policies of the Company. The Company reserves the right to change these Policies at any time in its absolute discretion.
 - e. By way of accepting you agree to abide by the Prevention of Sexual Harassment Policy created by the organization and participate in all the initiatives taken by the company in this regard.

Please acknowledge the duplicate of this letter as a token of your acceptance. Looking forward to having you on board and wishing you a successful career with us!

Yours truly,

**Authorized Signatory****Balakrishnan S****Head HRSSC****Randstad India Private Ltd**

Randstad House Old No.5 & 5A, New No. 9,

Pycrofts Garden Road,

Chennai - 600 006. India

P +91 (0) 44 66227000

www.randstad.in

NASA CONSTRUCTIONS PVT LTD

S.NO.250/2 MUMBAI AGRA ROAD AMRUTDHAM PANCHAVATI, NASHIK.

Ph.No 9922233007

Email:anand.sagar74@gmail.com

Date-01/04/2024

To,

Chetan Depak Vadnere
Morya Colony, Satana Naka,
Shiv road, Malegaon.

Dear Chetan,

We are pleased to extend this offer of employment for the Sales Executive position at Sagar Constructions. Your skills, experience, and enthusiasm for the construction industry make you an excellent fit for our team, and we are excited about the contributions you will bring to our company.

Position: Sales Executive
Start Date: 1st April,2024
Location: Panchavati, Nashik

Compensation Details:

Component	Amount (per annum) INR
Basic Salary	2,82,000
Monthly Incentives	4,000 per sale
Annual Bonus	18,,000
Total CTC	3,00,000

Employment Terms:

- Your employment with Sagar Constructions is subject to a one-year compulsory working clause, beginning from your start date.
- During this period, both parties commit to a mutually beneficial working relationship, with the understanding that you will contribute your skills and efforts to achieve the company's goals.
- In the event that you decide to terminate your employment before the completion of the one-year period, you agree to provide [Notice Period] notice to the company.
- The company reserves the right to terminate your employment for any reason, with or without cause, during the one-year period, in accordance with applicable laws and regulations.

Duties and Responsibilities:

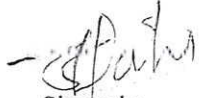
- Develop and implement sales strategies to achieve company sales targets.
- Identify and pursue new business opportunities.
- Build and maintain relationships with clients to ensure customer satisfaction and repeat business.
- Prepare and deliver sales presentations to prospective clients.
- Keep abreast of industry trends and competitor activities.

Acceptance of Offer:

Please indicate your acceptance of this offer by signing and returning a copy of this letter by 23th March,2024.

We are excited about the prospect of you joining our team at Sagar Constructions. If you have any questions or require further clarification about the terms of this offer, please do not hesitate to contact me.

We look forward to your positive response.



Sincerely,

Sushant Patil
Senior Sales Head
Sagar Constructions
+91 9881115116





ESDS SOFTWARE SOLUTION LIMITED

Registered Office: Plot No. B- 24 & 25, NICE Industrial Area,
Satpur MIDC Rd, Nashik, Maharashtra 422007.

Toll Free: 1800 209 3006 | Email: getintouch@esds.co.in



To,

Date: 10th January 2024

Mr. Vishakha Vinod Dayal
Boris Apt, Flat No-7,
Lam Road, Saubhagya Nagar,
Nashik Road, Nashik,
Maharashtra - 422101

Subject: Trainee Letter

Dear Vishakha,

With reference to your application, we would like to congratulate you on being selected as a Trainee in Human Resource Dept with us based at Nashik, Maharashtra, India.

Your training is scheduled to begin with effective from 1st February 2024 for a period of 6 (six) months.

As such, your training tenure will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.

Your stipend would be in Indian Currency Rs. 15,000/- (Rupees Fifteen Thousand Only) per month during your period of Training with us.

Please note this is not an employment offer and there is no employer and employee relationship. You will not be entitled for any employees' benefits and entitlements.

Your training shall be terminable by giving any notice and reasons thereof.

Wishing you all the very best for your career.

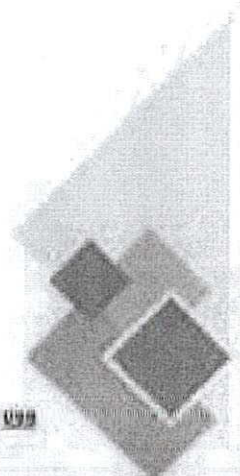
For ESDS Software Solution Limited,



Mr. Akshay Sanjay Joshi
General Manager- HR



CERTIFICATE OF INCORPORATION NO U72200MH2005PLG155433





SHAH
BUILDERS & DEVELOPERS

SHAH BUILDERS & DEVELOPERS

Office : Shop No. F-17, 18 & 19, First Floor, Deolali Plaza,
In Front Of HDFC Bank, Lam Road, Deolali Camp,
Nashik - 422401. Ph. : (0253)2494497
E-mail : shahbuildersdeolali@gmail.com
Web :www.shahbuilders.in

Date: 10th March, 2024.

OFFER LETTER

Dear Mr. Farnaz Shavir Irani,

With reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our Organization name as **SHAH BUILDERS AND DEVELOPERS**.

Designation: MARKETING TEAM LEADER

Location of Posting: Deolali Camp, Nashik.

Remuneration: Your total cost to Company will be Rs. 3,00,000/- (Rupees Three Lakhs Only) inclusive all retrials.

Date of Joining: 15th March, 2024.

You will be governed by the service rules and regulations of the company including conduct and discipline. We look forward to you joining our team for long & successful association.

SHAH BUILDERS AND DEVELOPERS


PARTNER



AMPCUS TECH PRIVATE LIMITED

Branch Office : 3rd Floor, Pranjali Heights, Above Suzuki Showroom, Mumbai Naka, Nashik - 422 001.

CIN : U74110DL2011PTC215188

LOI Approval to be sent

Date: 22nd October 2024

To,
Rutvik Rakesh Dattani
Nashik, Maharashtra

Subject: Letter of Intent

Dear **Rutvik**,

This is with reference to your application; we are pleased to inform you that you have been selected for the position of "**Associate - Talent Acquisition**" in our organization.

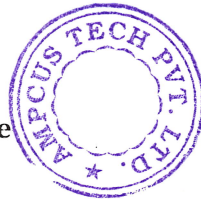
You need to join on or before **04th November 2024** at our **Nashik** office on mutually agreed terms & conditions. Your **CTC** would be **₹.2,47,356/-** per annum after verification of all the required documents.

This offer will be valid for one week from the date of your Letter of Intent.

Thanking You,

For, Ampcus Tech Private Limited

Vishal Ghonge
Centre Head



CTC Annexure

Name	Rutvik Rakesh Dattani	
Designation	Associate - Talent Acquisition	
Location	Maharashtra	
Gender	Male	
Particulars	Monthly Salary	Yearly Salary
Amount	₹ 18,000.00	₹ 2,16,000.00
Basic	₹ 7,200.00	₹ 86,400.00
House Rent Allowance	₹ 3,600.00	₹ 43,200.00
Conveyance Allowance	₹ 1,600.00	₹ 19,200.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Night Shift Allowance	₹ 1,800.00	₹ 21,600.00
Special Allowance	₹ 2,550.00	₹ 30,600.00
Gross Salary	₹ 18,000.00	₹ 2,16,000.00
Deductions		
Professional Tax	₹ 200.00	₹ 2,500.00
Provident Fund	₹ 1,728.00	₹ 20,736.00
ESIC Employee	₹ 135.00	₹ 1,620.00
Net Take Home	₹ 15,937.00	₹ 1,91,244.00
Total Salary	₹ 18,000.00	₹ 2,16,000.00
Employer Provident Fund	₹ 1,728.00	₹ 20,736.00
ESIC Employer	₹ 585.00	₹ 7,020.00
Gratuity	₹ 300.00	₹ 3,600.00
CTC	₹ 20,613.00	₹ 2,47,356.00

Ms. Sejal Sonawane,
J 262, 'J' Vibhag Association,
sec 3. Opp. Shriram Vidyalaya,
Airoli 400708

Subject: Employment Letter

Dear Sejal,

We are pleased to inform that you have been selected for employment with **Syntel Pvt Ltd** as **Associate KPO (GCM 2)**. Your total emoluments are **Rs. 286000** - per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential, and you shall not disclose the same to any third party.

You will be able to opt for Flexi Pay option to the extent of Basket of Allowance (BOA) amount. Flexipay covers various allowances inclusive of Leave Travel Allowance, Telephone Reimbursement, Meal Allowance etc. Option to avail flexipay will be available on our payroll vendor portal, post your first payout effective your date of joining.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately. Your employment shall be confirmed effective from your date of joining the Company.

Either party can terminate this employment agreement by providing a notice period of 3 Months, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company.

For Company Initiated relocation request, relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on **27-Sep-2024**, at **9.30 am** at the following address: **2nd Floor, Building No 4, Raheja Mindspace Nr Airoli Railway Station, Airoli, Navi Mumbai 400708, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you to the Company and look forward to a very fruitful association with you.

Yours sincerely,
For Syntel Pvt Ltd,



Srinivasa Rao P
Principal Specialist – Talent Acquisition

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C - Acceptance Copy.

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on _____ Date & Signature_____.

Annexure A – Remuneration Details

Name: Ms. Sejal Sonawane,

Designation: Associate KPO

GCM Level: GCM 2

Compensation Components	Annual (Rs.)
<u>Salary & Allowances</u>	
Basic Salary	169,920
Basket of Allowance	24,496
Total Salary & Allowances (A)	194,416
Company's Contribution to Provident Fund (PF) (B)	21,600
Advance Statutory Bonus (C)	33,984
Total Gross Emoluments D = (A+B+C)	2,50,000
Monthly Incentive Plan* (E)	36,000
Total Cost to Company (CTC) (D+E)	2,86,000

Note:

1. The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
2. All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
3. As per the Company policy, you will be covered under a company provided Medical Insurance.
4. You can opt for Provident Fund @12% of basic as your contribution and company contribution towards Provident fund. This is a Scheduled activity you will be communicated in advance to avail this benefit.
5. Advance Statutory Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion



Srinivasa Rao P
Principal Specialist – Talent Acquisition

EMPLOYMENT – Terms and Conditions

EMPLOYER

Syntel Pvt Ltd having its Registered Office at 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91226704, a member of Eviden Group of companies.

EMPLOYEE

Ms. Sejal Sonawane permanently residing at Airoli and presently residing at Airoli.

1. Date of Joining	:	27-Sep-24
2. Reporting Time on Date of Joining	:	10:00 am
3. Job Title	:	Associate KPO
4. GCM Level	:	GCM 2
5. Location	:	Airoli, Navi Mumbai

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Eviden Group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

Terms and Conditions

1. Statement of Fact

1.1 The appointment is being made on basis of the job application form and is on reliance of the contents of resume and other information provided during the course of interview and other mutual discussions. Any misleading, incorrect or fraudulent information, either written or verbal, provided, shall result in termination of employment forthwith at the sole discretion of the Company (Herein Company would be referred to as either "The Company") and the Employee (herein employee would be referred to as either "the Employee") shall be liable to fully indemnify the Company for any losses suffered in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against the Employee. Company reserves the right to make suitable formal/informal checks with the educational institutions and previous employers of an Employee/candidate at its own discretion and the Employee/candidate shall be deemed to have consented the Company to do so.

2. Work Related

- 2.1 The Employee shall devote his/her full time to the work of the Company, and shall not undertake any other direct / indirect business/work/assignment etc. even on part-time basis whether honorary or remunerative, except with the prior written permission of the Company.
- 2.2 The Employee's designation is merely indicative of the responsibilities, which he/ she is required to carry out. Company shall be entitled to require the Employee, at any time, to perform any other administrative, managerial, supervisory, and/ or other functions and the Employee will be bound to carry out such functions by using his/her best efforts and act in good faith and in the best interests of the Company.
- 2.3 The Employee will retire from the Company services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by the Employee in his/her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which the Employee was born.

- 2.4 The Employee shall not accept any presents, commissions or any kind of gratification in cash or kind from any person, party, firm or company having dealings with the Company or Company's group of companies and if the Employee is offered, the Employee shall report the same immediately to the Company.
- 2.5 The Employee shall maintain and keep in his/her safe custody such books, registers, documents and other papers as may be issued to him/ her or may come in the Employee's possession and shall return the same when required by the Company.
- 2.6 The Employee will comply with all rules, regulations and procedures including service rules, practices, policies, etc. established by the Company as may be communicated from time to time, which are subject to modifications at the sole discretion of the Company and the same shall be binding on the Employee.

3. Location

- 3.1 The Company is fully entitled to place the employee at any of its location/affiliates in India or abroad or at the Company's customer location within India or outside India as the Company deems appropriate based on its business requirements. The Employee shall also be subject to any transfer by the Company on a temporary or permanent basis to other job functions, departments and/or locations or any affiliates of the Group Company, based on the Company's business requirements. Any rejection or non-acceptance by the Employee shall be deemed to be a breach of the Terms of Employment agreement and shall be subject to disciplinary action including but not limited to termination of employment by the Company. While every attempt would be made to give the Employee reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

For Company Initiated Relocation Request

In the event that you are required by Company to relocate, Company may reimburse the cost (or a proportion) of such relocation (the "Relocation Expenses"). The relocation reimbursement is subject to recovery as below

Relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation

Recovery of Joining Bonus (if applicable)

On completion of 30 (thirty) days from your date of joining the Company, you shall be eligible for a joining bonus as stated in your offer letter provided you join the Company on or before the date mentioned in your offer letter. Such Joining Bonus shall be paid to you on the subsequent salary/pay cycle following completion of aforesaid 30 (thirty) days.

a) Joining Bonus will be fully recovered in case of Voluntary separations within 12 months of joining.

b) Joining Bonus will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of joining.

4. Entitlement to Work

- 4.1 Procurement and timely renewal of relevant work permit in India shall solely be Your responsibility and the Company shall render reasonable assistance and support on documents that You may require for this purpose. Your employment is subject to and conditional on You being legally entitled to live and work (for the Company) in India. You undertake to notify the Company immediately if You cease to be so entitled, in which event Your employment shall be deemed terminated and no compensation (with the exception of statutory dues payable, if any) shall be payable to You by the Company. The Company shall not be responsible for any liability arising thereof.

5. Hours of Work

- 5.1 Details with regards to Hours of work is covered in our Company's Policy which is available in our internal portal for the employees to refer. Further you will be required to work the hours necessary to fulfill the responsibilities of your role.

6. Probation Clause

- 6.1 Probation clause will not be applicable to You, as Your employment with the Company will be confirmed with effect from your date of joining

7. Remuneration

- 7.1 The entitlements of your Total Compensation are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements if any applicable to you are subject to applicable tax provisions which may be applicable including taxation on perquisite value.
- 7.2 Your remuneration package has been shared with you as part of the offer letter issued to you.

8. Deduction from Remuneration

- 8.1 The Company may deduct from your remuneration any overpayment made to you, any benefits including leave taken by you beyond entitlement or amounts owed by you to the Company, to the extent permitted by law.

9. Period of Notice

- 9.1 You or the Company may terminate your employment by giving the other party written notice as follows
- Notice period shall be 3 months effective from the date of Joining.
 - If you have signed any other agreement with the Company or any member of Eviden Group of companies that provides for a larger notice period, then that larger notice period shall apply. (The above is collectively referred to as "Notice Period"). The expression like being in the employment of the Company, during your employment term etc., includes Notice Period also.
 - The Company reserves the right to make a payment of Basic + Basket of Allowance (BOA) pay in lieu of such Notice Period.
 - The Company may terminate Your employment summarily with immediate notice in the event of gross misconduct or a serious breach of Your employment obligations.
 - We may, at any time during Your Notice Period (whether notice is given by You or by the Company), and in Our absolute discretion alter Your duties.

Note - Gratuity - You shall be eligible for Gratuity on termination of the employment as per "The Payment of Gratuity Act, 1972".

10. Retirement

- 10.1 The Employee will retire from the Company services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by the Employee in his/her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which the Employee was born.

11. Medclaim, Personal Accident Insurance

- 11.1 You will be covered by the Company's Medclaim and Personal Accident Insurance Policy as per its rules/ regulations.

12. Annual Leave and Public Holiday

- 12.1 Our leave year runs from 1 January to 31 December. Your annual leave entitlement will be 33 days. Additional paid holidays are declared each year for public holidays and the Company will update the list of paid holidays for the calendar year in the internal portal of the Company.
- 12.2 You will be eligible for leave as per the Policy announced by the Company from time to time. All leave applications, approvals, rejections, etc., must be in line with the HR Policy laid down and as applicable from time to time. The Company reserves the right to cancel any approved leave for reasons of business requirements and you are expected to provide full co-operation and adhere to such requests of the Company. The Company is also entitled to, suo moto, ask you to go on leave for such number of days and on such terms and conditions as intimated to you by the HR Department without assigning any reason to you.
- 12.3 Any un-authorized leave or excess leave by you will entitle the Company to terminate your employment.
- 12.4 Full details of the policy regarding annual leave and holidays are available on the Company's internal portal.

13. Receipt of Payments and Benefits from Third Parties

13.1 Subject to any written regulations issued by the Company which may be applicable, neither you nor any member of your family, nor any company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you on behalf of the Company and/or any member of Group of Companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company or the relevant member of the Companies for the amount received or the value of the benefit so obtained. Subject to any written regulations issued by the Company which may be applicable, neither you nor any member of your family, nor any company or business entity in which You or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you on behalf of the Company and/or any member of the Group of Companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company or the relevant member of the Group of Companies for the amount received or the value of the benefit so obtained.

14. Integrity and Professionalism

14.1 The Company shall conduct reference checks, background checks and/or drug test before the Employee's date of joining with the company through a third party agency at its sole discretion to verify and authenticate details and documents furnished by the Employee to the Company. This offer is subject to the Employee's satisfactory completion of all the above verification made by the Company. The Company also reserves the rights to ask the Employee to furnish additional documentation or supporting information in this regard, as and when considered necessary. Background verification includes but is not limited to verification of the Employee's employment history and qualifications. The Company reserves the right to make suitable formal/informal checks with the educational institutions and the Employee's former employers at its own discretion and the Employee shall be deemed to have consented the Company to do so. Company reserves the right to withdraw this offer of employment or terminate the Employee's employment if the result of any background screening check (which may be conducted at any time prior to or during the Employee's employment) or any act on the Employee's part which demonstrates (at the discretion of the Company) that the Employee will not be able to carry out the inherent requirements of the Employee's employment to the Company's standards of integrity and professionalism. The Employee's retention in Company's employment will be subject to the Employee's continued medical fitness. Company reserves the right to ask the Employee to undergo background verification/ medical examination if and when considered necessary.

15. Former Employer

- 15.1 In the event of the Employee becoming party to any proceeding(s) brought by any former employer at any time during or after the Employee's employment with the Company, the Employee recognizes and agrees that the Employee shall have full and sole responsibility of responding to such action or proceeding and that the Company shall have no responsibility to participate in the Employee's response to such action or proceeding whether at the Employee's own costs or otherwise. The Employee agrees that the Employee is not expected, at any time, to disclose, to the Company and/or any member of Eviden group of companies or its directors, officers or agents, the trade secrets or any other confidential information of the Employee's former employer or any other entity.
- 15.2 The Employee represents to the Company that he/she is not subject to party to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement or any other agreement that would limit or restrict the Employee's scope and ability to work in any way for the Company or any member of the Company's group of Companies.
- 15.3 The Employee represents that he/she is not bound by any previous agreement in any way whatsoever from the Employee's previous employment that would limit or restrict the Employee's scope of ability to work in any way for the Company or Company's group of Companies. In the event of the Employee having any obligation binding from the Employee's previous employer, the Employee undertakes to declare and hold the Company harmless and not responsible thereby releasing the Company from any such dispute related to the Employee's previous employment.
- 15.4 In case of any breach or misrepresentation on the Employee's part in the above, the Company reserves its right to terminate the Employee's services forthwith which will be without prejudice to the right of the Company to be indemnified by the Employee in respect of any litigation/proceedings that the Company or any member of Company's group of Companies may have to face on account of the Employee's breach or misrepresentation as above.

16. Data Protection

- 16.1 The Company may be required to process, transfer and store the Employee's personal and sensitive data in any of the other locations of the Company or any member of Eviden group of companies that may not be the Employee's home location (including amongst others, transfers of the Employee's health information to another office of the Company) for inclusion in our central HR system.
- 16.2 By signing this employment contract, the Employee acknowledges and agrees that the Company is permitted to collect and hold personal data about the Employee as part of personnel and other business records and that the Company may use such information for the purpose of conducting background checks, administering the Employee's employment and other purposes directly related to the Employee's employment.
- 16.3 The Employee agrees that the Company may disclose such data to third parties in the event that such disclosure is in our view required for the proper administration of the Employee's employment and other matters directly related to the Employee's employment. This clause applies to information held, used or disclosed in any medium. For further information, please refer to the Information Security Policy, which is available on the Company's internal portal.

17. Return of Property

- 17.1 When the Employee's employment ends (or earlier on demand by the Company), the Employee is required to return all Confidential Information and all the Company property and equipment in an acceptable condition.
- 17.2 Subject to any written regulations issued by the Company which may be applicable, neither the Employee nor any member of the Employee's family, nor any company or business entity in which the Employee or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by the Employee on behalf of the Company and/or any member of Company's group of companies and if the Employee, any member of the Employee's family or any company or business entity in which the Employee or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit, the Employee will forthwith account to the Company or the relevant member of Company's group of companies for the amount received or the value of the benefit so obtained.

18. Conflict of Interest

- 18.1 The Employee undertakes and agrees to mention that he/she would conduct themselves with the highest standards of integrity, honesty and fairness to avoid any conflict between the Employee's personal interests and the interests of the Company. The Employee further states that the Employee does and would not have any direct or indirect interest in a competitor, customer/client or vendor/supplier of the Company or to any member of Company's group of companies to the extent or nature that it affects, or appears to affect, the Employee's responsibilities to the Company. The interest shall also apply in the manner of seeking or accepting any form of benefit, gift, privilege, financial interest, employment with or become directly or indirectly involved as an independent contractor, consultant or otherwise with any competitor/client/vendor of the Company or any member of Company's group of companies. The Employee shall not personally take advantage of a business opportunity rightfully belonging to the Company or any member of Company's group of companies or derive personal profit, gain or advantage (other than rightful compensation from the Company) as a result of any transaction undertaken on behalf of the Company or any member of Company's group of companies.

19. Policies and Procedures

- 19.1 The Company has adopted a number of employment and business policies and procedures. The Employee must comply with the Company's policies and procedures (as amended, removed or replaced from time to time), including the Code of Conduct and or the employee handbook. The Employee will have access to all of the Company policies and procedures including the Code of Conduct, on the Company's internal portal site. The Employee must familiarize himself with them and the Employee agrees to be bound by them as applicable from time to time. No separate agreement is required for the Employee to be bound by such policies and procedures from time to time.
- 19.2 The Company reserves the right to change existing policies and procedures or introduce new ones from time to time. Information about new policies and procedures or changes to existing ones including the Code of Conduct will be communicated through the Company's internal portal and/or employee communications.
- 19.3 Disciplinary procedures or any other applicable procedures in the circumstances may be implemented for failure to comply with the Company's policies and procedures up to and including dismissal.
- 19.4 The Employee also declares that the Employee has not been convicted nor pleaded guilty for violating any central, state or local law, regulation or ordinance nor has any criminal charges presently pending before any court of law.
- 19.5 The Employee understands and agrees that the Employee will not involve/make the Company and/or any member of Company's group of companies, as a party or otherwise, into any disputes/court proceedings/investigations/allegations arising out of or related to any

matter which is personal to the Employee. The Employee also agrees and undertakes to keep the Company and/or any member of Company's group of companies indemnified at all times should the Company and/or any member of Company's group of companies suffers or incurs any damages and expenses whatsoever in this regard.

19.6 Should the Employee be alleged/convicted in any crime or offence in any country of whatsoever nature, the Employee will immediately inform our HR and adhere to all the disciplinary procedures as the circumstances may demand.

19.7 You are required to declare at the time of joining and/ or during your employment with the Company, your association with/ of

- person or persons holding senior position in the Company, or
- political Candidate and/ or any political affiliated personnel/ entity or
- any member of your family connected to any political affiliated personnel/ entity.

You are required to disclose such association to the HR Department

20. Information, Assets and Systems

20.1 When the Employee joins the Company, the Employee may have access to phones, e-mail, the Company's internal portal, internet and other equipment and systems. These form part of the Company's IT and communication systems and the Employee will be required to use them in accordance with the policies relating to them. The Company may implement disciplinary procedure if the Employee fails to comply with them and in certain circumstances, this could amount to gross misconduct leading to dismissal. The Employee should refer and adhere to the Code of Conduct and the Company Policy Standards for further information on these policies.

21. Discipline

21.1 Details of our disciplinary procedures are available on the Company's internal portal. These procedures do not form part of the Employee's Employment Agreement.

21.2 The Company reserves the right to place the Employee on leave of absence ("Suspension") at any time during the Employee's employment, on terms and for periods as the Company determines appropriate pursuant to applicable laws. This includes (but is not limited to) where the Company is carrying out investigation and/or disciplinary procedures against the Employee for breach of Terms of Employment or other allied matters.

22. Taxes

22.1 The Employee shall be solely responsible for declaring and paying all taxes to the relevant tax authorities due on payments made and benefits provided to the Employee by the Company and/or any member of Company's group of companies. The Company shall deduct any statutory dues/taxes from amounts paid to the Employee, as per applicable laws.

23. Changes to the employee's Terms of Employment

23.1 On matters not specifically covered in the Terms of Employment, the Employee shall be governed by the Company's Policies/ Terms and Conditions/ employee handbook service rules, practices, etc. which are liable for modifications, additions, total or partial withdrawal, suspension/ revocation, etc. from time to time. The Company's decision on all such matters shall be final and binding on the Employee.

23.2 In relation to the benefits (not being a statutory benefit) referred to in this Employment Agreement, the Company reserves the right to withdraw and/ or alter their terms without notice at any time. The Company will exercise reasonable discretion if it changes the benefits or exclude the Employee from them.

24. Warranty

24.1 The Employee represents and warrants that the Employee is not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits the Employee from fully performing the duties of the Employee's employment, or any of them, in accordance with the terms and conditions of this Employment Agreement.

25. Entire Agreement

25.1 These terms and conditions supersede any previous agreement, whether oral or in writing, between the Employee and the Company or any other member of Company's group of companies in relation to the matters dealt herein and represent the entire agreement between the Employee and the Company. This Employment Agreement or any part thereof may be modified in writing and all such modifications shall be effective when signed by both the parties hereto.

25.2 You or the Company may terminate Your employment by giving the other party written notice as follows: -

26. Waiver

26.1 It is hereby agreed that failure of the Company to enforce at any time or for any period of time, the terms and conditions contained herein shall not be construed to be waiver of any of the terms and conditions or of the right thereafter to enforce each and every term and condition of this Employment Agreement.

27. Software Related

27.1 The Employee is strictly prohibited from bringing in the office premises, any unauthorized or infringed copies of software or downloading any infringed or non-patented software in the computer systems (from external sources or otherwise) or copying software from one computer system to another which may include any violation of the provisions of the Copyrights Act or any other intellectual property rights (IPR) laws. Employee shall not introduce or bring into the Company or its clients' systems, any virus, trojan horses, computer code designed to disrupt, disable, harm, or otherwise impede the operation of software or firmware or any computer or network or that would disable the software or firmware or any computer or network or impair in any way their operation. Violation of this clause will be regarded as a serious offence and the Employee will be subjected to appropriate disciplinary action as per the policies of the Company. For the purpose of maintaining confidentiality of data, information, assignment of IP rights, non-solicitation, non-compete, non-diversion the term is deemed to include the Company and all its affiliated group companies.

28. Intellectual Property Rights

28.1 The Employee agrees to inform the Company of full details of all the inventions, discoveries, concepts, ideas, etc. (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which the Employee conceives, improves, completes, or puts in to practice (whether alone or jointly with others) while being in the employment of the Company, and which relate to the present or prospective business, work or investigations of the Company; or which result from any work the Employee does, using any equipment, facilities, materials or personnel of the Company; or which has or have been developed by the Employee or under the Employee's supervision, or which results from or are suggested by any work, which the Employee does or may do for the Company.

28.2 The ownership of all "developmental" work and documentation created by the Employee shall from the moment of its creation, vest in the Company. Thus, the Employee agrees to assign and hereby assigns to the Company/ Companies' nominee, Employee's entire right, title and interest in –

- All Developments
- All trademarks, copyrights and mask work rights in the developments; and
- All patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of the Company or within two (2) years of the end of their employment (if conceived as a result of the Employment with the Company).

28.3 The Employee acknowledges existence of the Company's present and future products, know-how, processes, software products, programs, codes, documentation and flowcharts in any form and agree to abide by the procedures of the Copyright Law or any other applicable IPR laws in force, in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of the Company.

28.4 The Employee agrees to assign to the Company his/her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/her employment with the Company relating to any and all products, services, software, software tools marketed or manufactured or developed and that the Employee will perform any act and execute such documents, without expenses to the Employee which, in the judgments of the Company or its attorneys may be needful or desirable to secure to the Company, patent protection and any or all rights relating to such invention or improvement.

29. Non-Solicitation / Non-Compete

29.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party, solicit business from or perform services for any the Company's client or any prospective client, with whom he/she had any contact with or exposure to pursuant to this Employment Agreement.

29.2 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project or assignment in Offshore or Onsite client engagement where the

Company is already working for the same client and where the Employee had been engaged in a project with the client organization for a period exceeding one month.

30. Non-Diversion of Employees

30.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party solicit and/or offer an employment to persons, who are then, or were during the previous six (6) months, employees of the Company or any the Company subsidiary / associate / affiliate.

31. Specialized Training & Knowledge

31.1 If the Employee has to undergo any specialized training in the Company or arranged by the Company, the Employee will have to execute a training agreement and an indemnity bond to serve the Company for a minimum period as mentioned in the said training agreement and an indemnity bond. Any violation of the terms will entitle the Company to recover liquidated damages as mentioned in the said training agreement and an indemnity bond. During employment, Employee agrees to undergo any specialized training as required by the Company.

31.2 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client's application, either for development, enhancement, maintenance, support or otherwise, the Employee will be understood to have gathered intellectual property on behalf of the Company. As a consequence, the Employee commits to serve the Company for a minimum period as mentioned in the said training agreement and an indemnity bond from the date of return to India from the onsite engagement. Any breach of this clause will entitle the Company to recover liquidated damages as mentioned in the training agreement and an indemnity bond.

32. Confidentiality

32.1 So long as the Employee is in the employment of the Company, providing certain products and/or services to the Company and/or on behalf of the Company, he/ she will, at all times, observe secrecy and confidentiality in respect of technical, trade or business data or any other information that might come to his/her knowledge or possession (herein collectively referred to as the "Confidential Information"), which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore. The Employee shall use the Confidential Information solely for the purpose of and on behalf of the Company. The Employee will not disclose Confidential Information without authority of the Company to anyone other than the Company's authorized person and even after the Employee has ceased to be in the service of the Company, the Employee shall not disclose Confidential Information to anyone. The Employee hereby acknowledges that the Company and its clients are subject to certain privacy regulations and/or contractual obligations, pursuant to which the Company shall be required to obtain certain undertakings from the Employee with regard to privacy, use and protection of non-public information of the Company and/or its clients (of client's customers) or any prospective clients. Employee agrees that (a) he/she shall not disclose or use any client/customer data except to the extent necessary to carry out its obligations under this Agreement and in accordance with applicable privacy laws; (b) he/she shall not disclose client data to any third party without the prior consent of the Company and/or client (c) he/she shall maintain, effective information security measures, in accordance with the policies of the Company and /or client and as otherwise necessary to protect client data from unauthorized disclosure or use; and (d) he/she shall notify the Company in writing immediately upon becoming aware of any such unauthorized disclosure or use of the Company and/or client data in detail. The obligations set forth in this clause shall survive termination of the Agreement indefinitely.

32.2 The term "Confidential Information" does not include information which (i) is already in Employee's possession, or (ii) becomes generally available to the public other than as a result of a disclosure by the Employee or (iii) becomes available to the Employee on a non-confidential basis from a source other than the Company and/or Company's clients. Employee further agrees that disclosure of the same shall be with prior permission of the Company.

32.3 The Employee agrees to promptly re-deliver to the Company, upon request/ in the event of his/ her ceasing the employment with the Company, i) all drawing, blue print or other reproductions or other data, tables, calculations, letter or other documents or other writing or copy of writing of any nature whatever pertaining to the business of the Company, ii) Confidential Information including all Intellectual property rights, whether registered or unregistered on any tangible media. The Employee will not retain any copies, extracts or other reproductions in whole or in part of such material. The Employee further agrees that breach of this confidentiality clause could cause irreparable damage to the Company and that the Company shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

32.4 From time to time, Company's customers/clients and other business requirements may require all employees to sign special Non-Disclosure Agreements ("NDA's"). These NDA's may be process/ client specific or could represent a regulatory requirement. The Employee agrees to sign and comply with the terms and conditions of the said NDA's, as and when required.

33. Remedies

- 33.1 The Employee agrees that his/her failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Employment Agreement, the confidentiality agreement or any other agreement between the Employee and the Company, will cause the Company immediate and irreparable damage and that the Company is, in addition to all other remedies available to it, entitled to immediate injunctive and equitable relief from a court having jurisdiction to prevent any breach and to secure the enforcement of its rights hereunder.
- 33.2 Remedies for damages procuring prior to the Company's knowledge of breach or until action in breach ends and related in any way to the effects of the breach shall include but not be limited to monetary damage, liquidated damage, attorney's fees and other cause related to the action.

34. Governing Law

- 34.1 The validity, construction, interpretation and performance of this Employment Agreement will be governed by Indian laws and adjudicated upon by a competent court in Pune.

35. Severability

- 35.1 If any clause in this employment agreement is held invalid, illegal or unenforceable for any reason, that provision shall be severed and the remainder of the provisions of this employment agreement will continue in full force and effect as if this employment agreement had been executed without such invalid provision.

36. Clarifications

- 36.1 For any further clarifications about the above clauses or any interpretation of the above clauses, the Employee may approach the HR team.

37. Notices

All notices under this Employment Agreement shall be sent by post and/or email at the following Addresses 4th and 5th Floor, Building # 4, Mindspace-Airoli(SEZ), Thane Belapur Road,, Navi Mumbai-400708,India,Tel: +912241137503, CIN No:U72200MH2004PTC144362.

For Syntel Pvt Ltd.,



Srinivasa Rao P
Principal Specialist – Talent Acquisition

Each party shall notify the other about any change in address at least 15 days prior to the change happening. Notice sent to you at the above address or the current communication address as per company records shall be deemed as sufficient service during and after the term of this Employment Contract.

Please indicate your acceptance of these terms and conditions by signing the duplicate copy of this Employment Agreement and returning it to the Company.

I, the undersigned, have read and agree to be bound by the terms and conditions of employment as stated in this Employment Agreement. I understand that the Company may vary the terms and conditions of employment from time to time and I agree to be bound by the same

Sejal Sonawane and Sign

SUBJECT- OFFER LETTER

Ms. Sneha Shyamnarayan Mishra,

With reference to your application and subsequent interview with us, we are glad to offer you the position of "Junior Project Co-Ordinator" in our Operations Department.

As advised by you, you will be joining our firm from **01st July 2024** and your pay structure will be as discussed during the interview.

You will be required to sign a detailed Appointment letter of the Terms and conditions of employment with us along with the Non-Disclosure Agreement and Employment Agreement before commencing your duties with our Company.

Please note that the Company has spent a considerable amount on your interview and recruitment and expects commitment from you to join the services of the firm from **01st July 2024**. You will be required to inform the Company of any change in your decision about joining the Company on or before **01st July 2024**.

We look forward to have a happy and fruitful association with you.

Please sign a copy of this letter as a token of your acceptance and submit the same to the HR Department of the Company within the aforementioned period.

Thanking You,

For National Institute of Building Technology

Human Resource Department



Northern Operating Services Private Limited
CIN: U72300KA2005FTC048089
Registered Office:
6th Floor, Argon South Tower, Bagmane Solarium City,
Kundalahalli Road, K R Puram Hobli, Doddanekundi Village,
Bengaluru - 560037, Karnataka, India
Main: +91 (80) 4017 8500
northerntrust.com

SEZ Unit (Pune):
13th to 16th Floor, Tower A, EON Free Zone II,
EON Kharadi Infrastructure Pvt Ltd Phase II – SEZ,
Survey Number 72/2/1, Kharadi,
Pune – 411014, Maharashtra, India
Main: +91(20) 48538200



18 November 2024

Nilam Vijaykumar Vishwkarma
nilamvishwkarma2812@gmail.com
N 31H 1/9/9, Vijay Nagar, Near Swami Samarth Mandir,
Datta Chowk, Nashik, Cidco Colony, Nashik - 422009

Dear Nilam Vijaykumar,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Derivatives** Department. Your official title at Northern will be **Non-Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 ("Northern") and Nilam Vijaykumar Vishwkarma of N 31H 1/9/9, Vijay Nagar, Near Swami Samarth Mandir, Datta Chowk, Nashik, Cidco Colony, Nashik - 422009.

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number;
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;

Regd. Office: 6th Floor, Argon South Tower, Bagmane Solarium City, Kundalahalli Road, K R Puram Hobli, Doddanekundi Village, Bengaluru-560037, Karnataka, India
CIN: U72300KA2005PTC048089



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Survey Number 72/2/1, Kharadi,
Pune – 411014, Maharashtra, India
Main: +91(20) 48538200



- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;