

List of Placed Students B.Tech, Batch-2019-20

S. No	Year	Name of student placed and contact details	Program graduated from	Name of the employer	Pay package at appointment (In INR per annum)
1	2019-20	Abhishek Kumar 7549998098	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
2	2019-20	Abhishek Singh 9473500601	B. Tech-CSE	Tech Mahindra 0120 478 5922	2.40 LPA
3	2019-20	Abhishek Kumar Mishra 7351005551	B. Tech-CSE	RapidSoft 911244852828	2.40 LPA
4	2019-20	Akash Mandilwar 8298846323	B. Tech-CSE	Extramarks 120-4175300	12.04 LPA
5	2019-20	Amarnath Vishwakarma 7388891536	B. Tech-CSE	TCS 0120 617 8000	3.36 LPA
6	2019-20	Amit Kumar 9162004434	B. Tech-CSE	Hannovit 0120 430 6000	2.80 LPA
7	2019-20	Amit Kumar Pandey 7654307564	B. Tech-CSE	HCL 0120 430 6000	3.60 LPA
8	2019-20	Anand Patel 8285458552	B. Tech-CSE	Centilytics 3029245045	3.06 LPA
9	2019-20	Arvind Kumar 9873695521	B. Tech-CSE	RapidSoft 911244852828	2.40 LPA
10	2019-20	Atul 9899086355	B. Tech-CSE	Cloud Analogy 911204147360	3.50 LPA
11	2019-20	Avnish Kumar 9935491879	B. Tech-CSE	HashStudioz 093543 14601	3.60 LPA
12	2019-20	Esha Bhardwaj 8826296697	B. Tech-CSE	TCS 911166506555	3.36 LPA
13	2019-20	Harsh Raj 9871702840	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
14	2019-20	Hrishikesh Tiwari 8349808978	B. Tech-CSE	Genpact 0120 481 9600	2.40 LPA
15	2019-20	Jait Kumar 8791304765	B. Tech-CSE	HCL 0120 430 6000	3.60 LPA
16	2019-20	Janishar Akhtar 9006966540	B. Tech-CSE	Centilytics 3029245045	3.06 LPA
17	2019-20	Kapil Dev Gyani 9643243410	B. Tech-CSE	RapidSoft 911244852828	2.40 LPA
18	2019-20	Rishbi Tripathi 9453909562	B. Tech-CSE	Cloud Analogy 911204147360	3.50 LPA
19	2019-20	Kundan Kumar 9473370322	B. Tech-CSE	HashStudioz 093543 14601	3.60 LPA
20	2019-20	Madhvi Sharma 9998763948	B. Tech-CSE	HCL 0120 430 6000	3.60 LPA
21	2019-20	Mahima Payala 9540873165	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
22	2019-20	Md. Arbaz Hussain 9540816972	B. Tech-CSE	Extramarks 120-4175300	12.04 LPA
23	2019-20	Nikki Kumari 844742208	B. Tech-CSE	Infosys 0124 400 4356	3.50 LPA
24	2019-20	Prashant Nautiyal 9650768373	B. Tech-CSE	RapidSoft 911244852828	2.40 LPA
25	2019-20	Prem Kumar 8702910855	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
26	2019-20	Priti Kumari 9204241491	B. Tech-CSE	Unify Cloud 8130550626	3.00 LPA
27	2019-20	Prvind Panday 9069415936	B. Tech-CSE	AppSquadz Software 097172 70746	3.00 LPA
28	2019-20	Punam Majumder 9587525638	B. Tech-CSE	Centilytics 3029245045	3.06 LPA
29	2019-20	Rajat Kumar Gupta 8101726898	B. Tech-CSE	RapidSoft 911244852828	2.40 LPA
30	2019-20	Richa Pattanaik 9431751448	B. Tech-CSE	HashStudioz 093543 14601	1.80 LPA
31	2019-20	Riya Baurai 114358398	B. Tech-CSE	Infosys 0124 400 4356	3.50 LPA
32	2019-20	Sachit Kumar 7877765831	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
33	2019-20	Satyam 8745866032	B. Tech-CSE	AppSquadz Software 097172 70746	3.00 LPA
34	2019-20	Shahbaz Quamar 9811177883	B. Tech-CSE	Cloud Analogy 911204147360	3.50 LPA
35	2019-20	Shahwaj Khan 7503480435	B. Tech-CSE	Extramarks 120-4175300	12.04 LPA
36	2019-20	Shankar Singh 8130876241	B. Tech-CSE	HCL 0120 430 6000	3.40 LPA
37	2019-20	Shivdas 9899660326	B. Tech-CSE	Centilytics 3029245045	3.06 LPA
38	2019-20	Subham Tiwari 9599706285	B. Tech-CSE	ANR Software 9560996252	2.30 LPA
39	2019-20	Sonu Soni 9001891823	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
40	2019-20	Sumit Kumar Dubey 8931084676	B. Tech-CSE	Infosys 8028520261	3.60 LPA

(Signature)

Gargi Institute of Engineering & Technology
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41	2019-20	Vikas 9560101579	B. Tech-CSE	RapidSoft 911244852828	2.40 LPA
42	2019-20	Vishal Kumar Nonia 9661270091	B. Tech-CSE	Cloud Analogy 911204147360	3.50 LPA
43	2019-20	Aditya Tyagi 8130960321	B. Tech-CSE	Extramarks 120-4175300	12.04 LPA
44	2019-20	Amit Kumar Verma 9911442222	B. Tech-EC	HashStudioz 093543 14601	3.00 LPA
45	2019-20	Kartikya Kumar 9835086386	B. Tech-EC	Ksolve 0120 416 3248	3.00 LPA
46	2019-20	Priyotosh Guchait 8931084676	B. Tech-EC	Cloud Analogy 911204147360	3.50 LPA
47	2019-20	Saloni Samant 8083539427	B. Tech-EC	Ksolve 0120 416 3248	3.00 LPA
48	2019-20	Naveen Sharma 7503334247	B. Tech-EC	HashStudioz 093543 14601	3.00 LPA
49	2019-20	Varsha 8527887032	B. Tech-EC	Ksolve 0120 416 3248	3.00 LPA
50	2019-20	Mukul Verma 9871884110	B. Tech-ME	Tosha International 9999337572	3.00 LPA
51	2019-20	Kumar Manglam 8882996840	B. Tech-ME	Tosha International 9999337572	3.00 LPA
52	2019-20	Md Rizwan Alam 7563834277	B. Tech-ME	Extramarks 120-4175300	12.04 LPA
53	2019-20	Parveen Yadav 8800916004	B. Tech-ME	Oppo Mobiles(0124) 4727700	2.64 LPA
54	2019-20	Prince Kumar 8434360136	B. Tech-ME	Vivo 011-41811944	2.40 LPA
55	2019-20	Sandeep Kumar Singh 8083539427	B. Tech-ME	Extramarks 120-4175300	12.04 LPA
56	2019-20	Shiv Pratap Singh 9899982179	B. Tech-ME	Vivo 011-41811944	2.40 LPA
57	2019-20	Rahul Kumar Rai 9868449492	B. Tech-ME	Extramarks 120-4175300	12.04 LPA
58	2019-20	Shubham Singh 9811125685	B. Tech-ME	Tosha International 9999337572	3.00 LPA
59	2019-20	Umesh Kumar Gope 7008906868	B. Tech-ME	CapitalVia 080859 99333	3.06 LPA
60	2019-20	Vishal Singh 7888759140	B. Tech-ME	CapitalVia 080859 99333	3.06 LPA
61	2019-20	Abhishek Choudhary 8744096126	B. Tech-CE	Aryama Soft 098103 89557	3.60 LPA
62	2019-20	Amrit Kumar Pandey 9415576025	B. Tech-CE	Aryama Soft 098103 89557	3.60 LPA
63	2019-20	Ram Swarup Gupta 8874338388	B. Tech-CE	Tosha International 9999337572	2.16 LPA
64	2019-20	Soumya Sarkar 9111686269	B. Tech-CE	Tosha International 9999337572	2.16 LPA
65	2019-20	Md Sajid Hussain 9958332930	B. Tech-CE	Aryama Soft 098103 89557	3.60 LPA
66	2019-20	Shakir Hussain 7352543034	B. Tech-CE	Tosha International 9999337572	2.16 LPA


 Director
 Mangalmay Institute of Engineering & Technology
 Greater Noida (U.P.)-201310
 (College Code-786)

Placed Students List-2020

S.No.	Univ. Roll No.	Name	contact no.	Ref. No./Mail Id with Date	Company Name	Contact No.	Package	Offer Letter
1	1678610001	ABHISHEK KUMAR	7549998098	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
2	1678610002	ABHISHEK RANJAN	8709035382					
3	1678610003	ABHISHEK SINGH	9473500601	Ref: 749520/171428, Date: 23rd July 2019	Tech Mahindra	0120 478 5922	2.40 LPA	Offer Letter
4	1678610004	ABHISHEK KUMAR MISHRA	7351005551	Ref: HR/LOI/166, Date: 12th March 2020	RapidSoft	911244852828		Letter of Intent
5	1678610005	AKASH MANDILWAR	8298846323	Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
6	1678610006	AMARNATH VISHWAKARMA	7388891536	Ref. TCS/DT20195438861/Delhi, Date: 15th Sep. 2019	TCS	0120 617 8000	3.36 LPA	Offer Letter
7	1678610007	AMIT KUMAR	9162004434		HashStudioz			
8	1678610008	AMIT KUMAR PANDEY	7654307564	Date: 4th Dec. 20219	HCL	0120 430 6000		Letter of Intent
9	1678610009	ANAND PATEL	8285458552	Ref. No. CAN1163, Date: 6th Oct. 2019	Centilytics	3029245045	3.06 LPA	Offer Letter
10	1678610010	ARVIND KUMAR	9873695521	Ref: HR/LOI/167, Date: 12th March 2020	RapidSoft	911244852828		Offer Letter
11	1678610011	ATUL	9890808355	Date: 5th March, 2020	Cloud Analogy	911204147360	3.50 LPA	Offer Letter
12	1678610012	AVNISH KUMAR	9935491879	Date: 13th January, 2020	HashStudioz	093543 14601	3.60 LPA	Offer Letter
13	1678610013	BABLOO SHARMA	8292880940					
14	1678610015	ESHA BHARDWAJ	8826296637	Ref. TCS/DT20195526578/Delhi, Date: 15th Sep. 2019	TCS	911166506555	3.36 LPA	Offer Letter
15	1678610016	HARSH RAJ	9871702840	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
16	1678610018	HIRSHIKESH TIWARI	8349808978	ganika.narang2@gmail.com, Date: 19th Nov. 2019	Genpact	0120 481 9600	2.40 LPA	Mail
17	1678610019	JAIT KUMAR	8791304765	Date: 4th Dec. 20219	HCL	0120 430 6000		Letter of Intent
18	1678610020	JANISHAR AKHTAR	9006966540	Ref. No. CAN1157, Date: 6th Oct. 2019	Centilytics	3029245045	3.06 LPA	Offer Letter
19	1678610021	KAPIL DEV GYANI	9643243410	Ref: HR/LOI/168, Date: 12th March 2020	RapidSoft	911244852828		Offer Letter
20	1678610022	RISHBI TRIPATHI	9453909562	Date: 5th March, 2020	Cloud Analogy	911204147360	3.50 LPA	Offer Letter
21	1678610023	KUNDAN KUMAR	9473370322	Date: 13th January, 2020	HashStudioz	093543 14601	3.60 LPA	Offer Letter
22	1678610024	MADHVI SHARMA	9998763948	Date: 4th Dec. 20219	HCL	0120 430 6000		Offer Letter
23	1678610025	MAHIMA PAYALA	9540873165	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
24	1678610027	MD. ARBAZ HUSSAIN	9540816972	Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
25	1678610028	NIKKI KUMARI	844742208	offers@infosys.com, Date: 15th, April, 2020	Infosys	0124 400 4356	3.50 LPA	Mail
26	1678610029	PANKAJ PRIYADARSHI	9899994997					
27	1678610030	PRASHANT NAUTIAL	9650768373	Ref: HR/LOI/169, Date: 12th March 2020	RapidSoft	911244852828		Offer Letter
28	1678610031	PREM KUMAR	8702910855	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
29	1678610032	PRITHI KUMARI	9204241491	snehlataj@unifycloud.com, Date: 22 July, 2020	Unify Cloud	8130550676	3.00 LPA	Mail
30	1678610033	PRVIND PANDAY	9069415936	apurva@apsquadz.com, Date: 13th Sep. 2019	AppSquadz Software	097172 70746	3.00 LPA	Mail
31	1678610034	PUNAM MAJUMDER	9587525638	Ref. No. CAN1158, Date: 6th Oct. 2019	Centilytics	3029245045	3.06 LPA	Offer Letter
32	1678610035	RAJAT KUMAR GUPTA	8101726898	Ref: HR/LOI/170, Date: 12th March 2020	RapidSoft	911244852828		Offer Letter
33	1678610036	RAM KRISHNA	7321877812					
34	1678610037	RICHA PATTANAIK	9431751448	Date: 13th January, 2020	HashStudioz	093543 14601	1.80 LPA	Offer Letter
35	1678610038	RIVA BAURAL	114358398	offers@infosys.com, Date: 15th, April, 2020	Infosys	0124 400 4356	3.50 LPA	Mail
36	1678610039	SACHIT KUMAR	7877765831	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter

37	1678610041	SATYAM	8745866032	apurva@apsquadz.com, Date: 13th Sep. 2019	AppSquad Software	09717270746	3.00 LPA	Mail
38	1678610042	SHAHBAZ QUAMAR	9811177883	Date: 5th March, 2020	Cloud Analogy	911204147360	3.50 LPA	Offer Letter
39	1678610043	SHAHWAJ KHAN	7503480435	Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
40	1678610044	SHANKAR SINGH	8130876241	Date: 4th Dec. 20219	HCL	0120 430 6000		Offer Letter
41	1678610045	SHIVDAS	9899660326	Ref. No. CAN1159, Date: 6th Oct. 2019	Centilytics	3029245045	3.06 LPA	Offer Letter
42	1678610046	SHIWANI SINGH	9455378398					
43	1678610047	SUBHAM TIWARI	9599706285	anita@anrsoftware.com, Date: 3rd Sep. 2020	ANR Software	9560995252	2.30 LPA	Offer Letter
44	1678610048	SONU SONI	9001891823	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
45	1678610049	SUCHI SHARMA	7503559667					
46	1678610050	SUMIT KUMAR DUBEY	8931084676	HRD/31/1000829381/22-23, Date: 8th April, 2022	Infosys	8028520261	3.60 LPA	Offer Letter
47	1678610051	SUMIT KUMAR SRIVASTAV	8083539427					
48	1678610052	VIKAS	9560101579	Ref:HR/LOV/171, Date: 12th March 2020	RapidSoft	911244852828		Offer Letter
49	1678610053	VISHAL KUMAR NONIA	9661270091	Date: 5th March, 2020	Cloud Analogy	911204147360	3.50 LPA	Offer Letter
50	1778610901	ADITYA TYAGI	8130960321	Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
51	1778610902	KAJAL BISWAS	9899491123					
52	1778610903	MOHAMMAD MANAZIR	8744847242					

Signature
 Mangalmai Institute of Engineering & Technology
 Greater Noida (U.P.)-201310
 (College Code-786)

Date: 8th October, 2019

Offer Letter

Dear Mr. Abhishek Kumar,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During Internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of Internship, you will earn 12 days for the first year and 18 days from second year onwards.

Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of Internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/ to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)
Corporate Office: B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India



Mangalmai Institute of Engineering & Technology
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Confidential information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

Very truly yours,




Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

Abhishek Name Abhishek Signature 10th Oct. 2019 Date

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)
Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India


Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Tech Mahindra

Tech Mahindra Limited
A-7, Sector-63, Noida
UP-201301

Tel: +91 11 2610 8000
Fax: +91 11 2610 8001
Web: www.techmahindra.com

Registered Office

Registered Office
Mahindra World City, Sector-1
Gurgaon, Haryana
Date: 23-Jul-2019

Ref: 749520/1714281/Permk

MR. ABHISHEK SINGH
B-56/4 SHASTRI NAGAR
KANS NAGAR (UP)-208005
Phone No: 7007284400

Subject: Offer of Appointment

Dear MR. ABHISHEK SINGH,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as Associate Customer Support on US based, operating out of our NOIDA office.
2. Your "Annual Total Cash Compensation" will be Rs. 145000. Please refer Annexure-A for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor disclosed to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
5. You are required to join on 23-Jul-2019 at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to the said office at 9:30 AM to complete the joining formalities at Tech Mahindra Limited, (A-7, Sector-63, Noida-201301). At the time of joining, you are expected to carry originals of the documents as per Annexure-D and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon the receipt of the background check report from the agency.
8. I kindly acknowledge acceptance of this offer of Appointment by signing and returning the 'acceptance copy' to Fatima Hashim, latest by 23-Jul-2019.



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Office Address:
Plot 63, Udhog Vihar, Phase IV
Gurgaon - 122001, Haryana, India
Tel: +91 124 485 2626, Fax: +91 124 420 1923
Email: info@rapidsoft.co.in

Ref: HR/LOI/166

Date: 12/3/2020

Mr. Abhishek Kumar Mishra

Sub: Letter of Intent

Dear Abhishek,

It gives us immense pleasure in inviting you to join Rapidsoft Technologies as one of its valuable members. We believe that corporate grow and flour is helpful by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our Associates. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as "Software-Trainee"

You will be on probation normally for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

We would want you to join us on 06th July 2020 (Monday). On your joining day, we will require you to submit various documents for our records, as mentioned in the list enclosed. You will be issued formal letter of appointment after completing the joining formalities. Please return the signed duplicate copy of the letter as acknowledgement.

While we will coming you to Rapidsoft we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the Rapidsoft "Power of Precision".

Warm Regards and Best Wishes,
For Rapidsoft Technologies

Shantanu Deshmukh
COO

Offer Accepted

(Signature of the Candidate)

I agree to the above terms and Conditions.

Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



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Office Address:
Plot 63, Udhog Vihar, Phase IV
Gurgaon - 122001, Haryana, India
Tel: +91 124 485 2628 Fax: +91 124 426 1923
Email: info@rapidsoft.co.in

Encl:

1. List of Documents

LIST OF DOCUMENTS FOR
COLLECTION

1. Four passport size photographs.
2. Relieving order / letter from your all previous employer.
3. Salary certificate from your previous employer indicating tax deducted so far.
4. Copies of Educational / Professional qualification certificates along with originals
5. Two Copy of PAN Card
6. Two Copy of Valid Passport / Two copies of Address Proof
7. Form 12B from Previous Employer indicating tax deduction.

Note: New Joiner are requested to bring all original documents on the first day for the document verification. Any delay in submission of documents would lead to terminate the employment of an employee with immediate effect.

Career
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Greater Noida (U.P.)-201310
(College Code-786)



Extramarks Education India Private Limited

D-180, Sector-83, Noida, U.P. - 201301, India

Ph.: +91-120-4175300

Date : 21-Oct-2019
Name : Akash Mandiwar
Location : Uttar Pradesh,
Address : Road No. 3, Postal Park, Patna, Bihar -800001

Dear Akash,

Subject: Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MDO4Mik5NJM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted _____

Akash Mandiwar
Greater Noida (U.P.)-201310
(College Code-788)



Offer: Computer Consultancy
Ref: TCSL/DT20195438861/Delhi
Date: 15/09/2019

Mr. Amarnath Vishwakarma
A-174Delta-1,
Delta-1,
Greater Noida-201310,
Uttar Pradesh.
Tel# 91-7499228706

Dear Amarnath Vishwakarma,

Sub: Letter of Offer

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

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

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

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

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

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the Interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external


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(College Code-786)



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

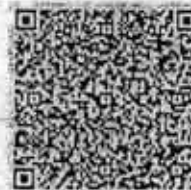
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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

Director
Mangalmay Institute of Engineering & Technology
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GROSS SALARY SHEET

Annexure 1

Name	Amarnath Vishwakarma
Designation	Assistant System Engineer-Trainee
Institute Name	Mangalmay Institute Of Engineering And Technology, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program, Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Amarnath Vishwakarma
Mangalmay Institute of Engineering & Technology
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(College Code: 288)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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

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OFFER & APPOINTMENT LETTER

Offer Release Date: December 4, 2019

Amit Kumar Pandey
Sec- 53
Noida, Uttar Pradesh

Dear Amit, Kumar,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Limited (herein referred as "HCL" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **EXECUTIVE**.

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

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **February 7, 2020**.

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

Recruiter: Vignesh Sethuraj R
Recruiter Address: HCL Technologies Ltd,
Chennai

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

1

SIGNATURE OF EMPLOYEE:

HCL


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College Code-788

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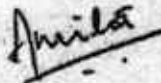
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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

For HCL Technologies Limited,



Amrita Das

Vice President, Head-Global Rewards


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SIGNATURE OF EMPLOYEE:

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Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.



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Greater Noida (U.P.)-201310
(College Code-786)

SIGNATURE OF EMPLOYEE:

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A 10-11, Sector 3, NOIDA 201 301, UP, India.

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

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ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Noida.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

4. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **three months** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

5. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

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You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

7. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

8. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

9. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

10. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

11. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

SIGNATURE OF EMPLOYEE:

HCL

[Signature]
Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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

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12. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

14. Other Rules and Regulations of the Company

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

Further, during the period of your employment with HCL, you will be required to Inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include upto termination of your employment with HCL.

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

Signature

Mangalamba Institute of Engineering & Technology
Greater Noida, U.P.-201310
(College Code-786)

SIGNATURE OF EMPLOYEE:

HCL TECHNOLOGIES LTD.

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Annexure III**LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL****PRE-EMPLOYMENT BACKGROUND VERIFICATION**

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining-Induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	2
2	Extension Letter (If the Date of Joining in the offer letter is past dated)	1
3	Relieving Letter/ Resignation Acceptance-FOR EXPERIENCED EMPLOYEES (With LAST WORKING DATE clearly mentioned - From Immediate LAST EMPLOYER ONLY)	1

SIGNATURE OF EMPLOYEE:

[Signature]
 Mangalmai Institute of Engineering & Technology
 Greater Noida (U.P.)-201310
 (College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PLC048369

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4	PAN Card	2
5	Passport – First and last page – Name and Date of Birth Proof.	2
6	10 th Mark Sheet	1
7	12 th Mark Sheet	1
8	Address Proof: Any Govt. photo ID / address proof e.g. Passport, Driver's License, Voter ID card, electricity bill of last 3 months, etc. *Please note that we do not accept the Aadhaar Card as ID or address proof.	2
9	Highest Qualification Mark-sheets/Degree/ PDC – For Fresher's Only	1
10	Passport Size Photographs (white background)	7

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (Immediate previous employment), UAN information handy as these details are required on the Induction day.
- Induction Timings are 0900 to 1830 IST.



Manager Institute of Engineering & Technology
Greater Noida (U.P.)-201310
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Annexure IV

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buld), Edot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, Surya Saphire, Plot#3, 1St Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Cornnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Eicot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

You shall agree that the expense(s) mentioned above, if committed during the recruitment process and incurred by the Company at the time of joining or thereafter, shall be treated in your name as an advance for a period of 2 (two) years from the date of your joining unless otherwise specified and will be recovered from you in case of your separation from the organization within two years from the date of joining. The taxability of the above components will be in accordance with the Income tax rules applicable at the time of payment.

In event of you having to relocate from another city the Company will provide accommodation for yourself and immediate family at the company guest house for the initial 15 days, the cost of which will be borne by the company. Any extension of the guest house accommodation will be subject to availability of rooms and approval from the reporting manager. The cost for the extended days of stay will be borne by you.

SIGNATURE OF EMPLOYEE:



Manipal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

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T: +91 120 4013000 F: +91 120 2526907

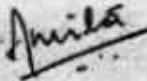
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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This offer and Appointment letter with all the enclosures of Annexures is completed in all respects and it is clearly understood and agreed that there is no other commitment or understanding. The above mentioned commitment will not be paid if it is not claimed within 6 months of joining.

For HCL Technologies Limited



Amrita Das

Vice President, Head-Global Rewards



Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

To,

Anand Patel

Vill. Pihar, Dist-Azamgarh, UP

Dated : 06/10/2019

LETTER OF OFFER

Reference No. CAN1163

Dear Anand Patel,


It is our pleasure to extend the following offer of employment to you on behalf of **Progressive Infotech Pvt. Ltd.**

1. You will be designated as **Trainee of Engineering.**
2. Your tentative posting will be at **PROGRESSIVE INFOTECH PVT. LIMITED.**
3. Your remuneration would be as per the salary annexure attached with the offer letter, detailing the compensation, bonus and other details will be issued to you on the date of joining. Please note that you are required to sign and submit a copy of the same on the date of joining.
4. Please submit the following documents at the Onboarding portal once you receive the Onboarding Link:
 - Copy of technical Certifications/ training attended
 - Academic Certificates(10th, 12th, Graduation/Professional)
 - Appointment letter of previous employer
 - Relieving Certificate/Resignation of previous employer
 - Salary Slip
 - Recent high resolution passport size photographs with white background.
 - Proof of residential address (permanent as well as place of stay), if the two are different
 - Medical Fitness Certificate
 - PAN CARD/Applied for Document
5. Please provide hard copies of the following documents at the time of your joining :
 - PAN CARD/Applied for Document (1 self attested copy).
 - AADHAR CARD (1 self attested copy).
 - Cancelled cheque/Bank passbook/Bank statement for UAN KYC (Name should be printed).
 - If already PF member then previous UAN passbook copy is required.

Please note that all the above documents are mandatory to complete the joining formalities.

6. A copy of any of the following documents is required for the Bank Account purpose, so that your corporate salary A/C can be opened :
 - Aadhaar Card
 - Driving License
 - Voter ID card
 - Valid Passport

Kindly carry the originals for verification.


Chief Executive Officer
Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Terms & Conditions:

- You will be on probation for a period of 90 Days from the first of the calendar month following the date of your joining. The probation period can be extended at the discretion of the Company under discussion with you and your reporting manager. In case your probation period is not extended by means of a written communication, your services will be deemed to be confirmed.
- This offer is subject to a satisfactory reference check of your credentials as per our Background Verification Process (BGV), covering your educational qualifications, including certifications and other documents authentication, previous employer feedbacks, medical condition history and declaration etc. The continuation of your employment will be subject a clean BGV report and your remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- This offer is subject to a satisfactory reference check of your credentials being conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, medical declaration etc. The continuation of your services will be subject to receiving a clean certificate from the investigating agency and remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse report of your credentials.
- You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
- Kindly confirm your acceptance of the above terms and conditions and the date of joining, within 2 days of receiving the offer letter, by reverting to the offer mail. In case we do not receive your acceptance, this offer shall stand withdrawn automatically.
- This offer is valid if you join Progressive on or before 18-Oct-2019. Please report to HR at 10:00 am on the date of joining as per following details:

PROGRESSIVE INFOTECH PVT. LTD.

- A-26, Sector 83, Noida. U.P. - 201305

- For any queries please contact :- Kritika Patiyal
Email ID: kritika.patiyal@centilytics.com

Note : Kindly note that appointment letter, ID card & salary will not be processed till all the documentation part is completed.

Yours faithfully,

Progressive Infotech Pvt. Ltd.

Amit Rajput

(Authorized Manager)
(Signature)

[Signature]

Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Compensation Annexure

Candidate ID	CAN1262	Grade	T
Associate Name	Anand Patel	Designation	Trainee

Dear Anand Patel,

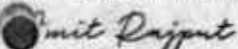
Please find below your monthly/annual salary breakup. The breakup would be effective from 10-Oct-2022.

Fixed Salary	Monthly Figure (In Rs.)	Annual Figure (In Rs.)
Basic	11,743.00	140,916.00
HRA	5,872.00	70,464.00
Special Allowance	5,285.00	63,420.00
GROSS SALARY (A)	22,900.00	274,800.00
ADDITIONAL BENEFIT		
Employers' Contribution to PF	1,800.00	21,600.00
Group Medical Insurance Premium	300.00	3,600.00
TOTAL BENEFITS (B)	2,100.00	25,200.00
TOTAL FIXED SALARY (A+B)	25,000.00	300,000.00
Gratuity - Payable as per gratuity act (C)	564.57	6,774.84
Total CTC	25,564.57	306,774.84

Note :

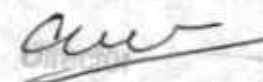
1. Changes in PF/ESIC by respective departments will be applicable, if any
2. The payout for Variable compensation shall be decided based on the KRA's. A separate letter has been attached for your variable KRA's. The management has the right to modify the framework as well as the parameters of evaluation from time to time, depending on changing business environment and needs.
3. Your Compensation details are Personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager & HR.

For Progressive Infotech Pvt. Ltd.

 Amit Rajput

(Authorized Manager)

(Signature)


 Progressive Infotech Pvt. Ltd.
 Greater Noida (U.P.)-201310
 (College Code-786)

Ref: HR/LOI/167

Date: 12/3/2020

Mr. Arvind Kumar

Sub: Letter of Intent

Dear Arvind,

It gives us immense pleasure in inviting you to join Rapidsoft Technologies as one of its valuable members. We believe that corporate grow and flour is helpful by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our Associates. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as "Software-Trainee"

You will be on probation normally for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

We would want you to join us on 06th July 2020 (Monday). On your joining day, we will require you to submit various documents for our records, as mentioned in the list enclosed. You will be issued formal letter of appointment after completing the joining formalities. Please return the signed duplicate copy of the letter as acknowledgement.

While we will coming you to Rapidsoft we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the Rapidsoft "Power of Precision".


Warm Regards and Best Wishes,
For Rapidsoft Technologies

Shantanu Deshmukh
COO

Offer Accepted


(Signature of the Candidate)

I agree to the above terms and Conditions.


Maharaja Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Encl:

1. List of Documents

LIST OF DOCUMENTS FOR COLLECTION

1. Four passport size photographs.
2. Relieving order / letter from your all previous employer.
3. Salary certificate from your previous employer indicating tax deducted so far.
4. Copies of Educational / Professional qualification certificates along with originals
5. Two Copy of PAN Card
6. Two Copy of Valid Passport / Two copies of Address Proof
7. Form 12B from Previous Employer indicating tax deduction.

Note: New Joiner are requested to bring all original documents on the first day for the document verification. Any delay in submission of documents would lead to terminate the employment of an employee with immediate effect.

Kangra Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-766)



Date: 5 March 2020

Dear Atul,

We are delighted to share the Letter of Intent to you at the position of **Salesforce Developer**. Your total CTC will be **Rs 3.5 Lakh per annum** (Three Lakh Fifty Thousand Rupees Only). You will be under training period of **6 months** with monthly stipend amount of **Rs 15000**.

You will be under a **2 year Bond**, in case you Breach the Bond Agreement then you are liable to pay **Rs 2,00,000** along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Our total rewards package is a combination of different types of:

- Compensation related benefits
- Work/Life benefits & discounts
- Vacation and time-off policies

Apart from this, you are entitled for several Insurance benefits as per your career stage in **Cloud Analogy Softech Pvt. Ltd.**

Post joining, your location of work will be **Noida**.

The details of the terms and conditions of the offer of employment will be shared with you on your date of joining.

Please find attachment of :

- 1) Your detailed annual and monthly compensation structure with **Cloud Analogy Softech Pvt Ltd.**
- 2) The list of documents you need to furnish on or before joining **Cloud Analogy Softech Pvt Ltd.**

Kindly confirm your acceptance of this offer and your date of joining by **6 th March 2022**

Failure of confirmation of acceptance of this offer on your part by **6th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR


Director
Manipal Institute of Engineering & Technology
B-17, Sector-63, Noida (U.P.)-201310
College Code: TRB

Work Together, Progress Together



Annexure 1

Compensation Break-down		
Employee Name	Mr. Atul	
Designation	Salesforce Developer	
Grade	-	
Department	Professional Services	
Cost to Company	Rs.3,50,000/-	
Components	PM	PA
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
Fixed Component	26167	314000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27367	328400
Total CTC	29167	350000
Notes :		
1. Income tax and other statutory deductions as applicable		
2. Gratuity shall be paid as per the prevailing act		
3. Medical Insurance premium will be deducted as per declaration (Actual Premium)		
4. **Variable pay is linked to achieving mutually agreed goals from year to year		
5. CTC components shall be restructured once the reimbursement options opted		

[Signature]
Director
Manipal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Annexure - 2

At the time of joining Cloud Analogy Softech Pvt Ltd the following documents and information must be made available to us.

List of documents that need to be submitted:

Sl.No	Documents
1	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
2	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with mark sheets.
3	Your latest salary slip or salary certificate*
4	Experience proof - Relieving letter from previous employers (if previously employed)* The relieving letter or resignation acceptance needs to be submitted in original
5	Service certificate from previous Employer
6	Form 16 or Taxable income statement duly certified by the previous employer (The statement showing the deductions and Taxable income with the break up) till the last date of your employment with them along with PAN number if available.
7	4 Passport Size Photographs
8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume

Work Together. Progress Together



- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- We will not be able to process your records unless you submit all the documents mentioned above.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - Ø DOB's of Father, Mother, Spouse, Child/ Children
 - Ø Educational details with the passing year
 - Ø Your past experience details with the exact years and role played to be mentioned.
 - Ø Blood Group
 - Ø 1 Passport size photograph of all your dependants
 - Ø Your PF, ESIC account number with previous (prior to joining us) employer
 - Ø Your PAN number
 - Ø Passport number, Place of issue, Date of issue, Validity: From & To date.



Director
Mangalay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



OFFER LETTER

Name of the Candidate: Avnish Kumar
Place of Joining: Noida

Joining Date: 13th January 2020

Dear Avnish,

With reference to your interview you had with us, we are pleased to offer you the position of "Associate Software Engineer" in HashStudioz Technologies Pvt Ltd. (hereinafter referred to as "HashStudioz" or "Company") on the following terms and conditions:

1. You will be given a salary of Rs. 3.60 Lakh Per Annum starting from the day of joining.
Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.
2. Working days will be Five days a week. This is subject to any change that may come into force in future.
3. When you are joining as an "Associate Software Engineer" you will be on probation period for 6 months. During this period, if the Company finds your performance not satisfactory, then your service will be terminated with immediate effect.
4. You have to sign a 2 year service agreement with the Company on the day of your joining.
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/undertakings/agreements as may be required by HashStudioz from time to time.
6. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in HashStudioz or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by HashStudioz, shall be the property of HashStudioz. You shall treat the above information or data in connection with any work done in HashStudioz in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
7. All information, papers, correspondence, etc., pertaining to HashStudioz business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.
8. Relocation / Transfer: Transfer to a different function or department or location within HashStudioz can be requested or applied for by an employee only if such an opportunity is available and employee has completed minimum 2 years of service with HashStudioz. The decision on such a matter is at the sole discretion of the Company.
9. During your tenure with HashStudioz, you may be transferred to any of the Offices/Departments/Units of HashStudioz or of associate concerns whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/subsidiary/group concern outside India by HashStudioz, you shall be treated as having bound yourself to serve HashStudioz for the deputation period, and for the

Director
Mangalaya Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

stipulated period, thereafter, if any, and the same shall be treated as the contract period vis-a-vis this contract of service.

10. During your tenure with HashStudioz, you will be governed by the Service Rules and regulations of HashStudioz currently in force or as introduced/awarded from time to time.

11. Either party can terminate this employment by serving a notice on the other party. Employee is required to serve a compulsory notice of 60 days whereas Company shall serve a notice of 30 days.

12. During notice period, if the employee's attitude is found unacceptable, Company reserves the right to terminate the employment immediately without any notice period and Company shall not be liable to compensate the employee for notice period in any manner.

13. Company has rights to hold employee's salary during notice period, based on the performance feedback from the concerned engineering manager.

14. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with HashStudioz shall stand terminated/cancelled without any notice.

15. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than your curriculum.

16. There will be a performance assessment in every financial year. Employee must have completed at-least 6 months in HashStudioz to become eligible for performance assessment. Based on assessment, the compensation will be revised.

17. Your email acceptance of this offer is expected within 5 days from the date of releasing the offer letter. This offer shall become void after completion of 5 days in-case no acceptance is received from the candidate. On the day of your joining, please bring photocopies of the following:

- Age Proof
- Pan Card
- Address Proof
- Colour photographs, passport size.
- Payslip of last 3 months from the previous employer (If Applicable)
- Latest offer letter from the previous employer (If Applicable)
- Experience letter from all previous employers (If Applicable)
- All mark-sheets & Degree certificates (for Engineer Trainee & Intern position)

Wishing you a rewarding career with HashStudioz and welcoming you to our Pursuit of Excellence.

Yours sincerely,
For HashStudioz Technologies Pvt Ltd.
Garima Agnihotri
Senior HR Manager

Garima Agnihotri
Ministry of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)



Offer: Computer Consultancy
Ref: TCSL/DT20195526578/Delhi
Date: 15/09/2019

Ms. Esha Bhardwaj
House No. 148, Block D-1 Sainik Enclave, Vikas Nagar,
Near Santoshi Mata Mandir,
Delhi-110059,
New Delhi.
Tel# -

Dear Esha Bhardwaj,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

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HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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Mangalamba Institute of Engineering & Technology
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Date: 8th October, 2019

Offer Letter

Dear Mr. Harsh Raj,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your Internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During Internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of Internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of Internship, you will earn 12 days for the first year and 18 days from second year onwards.

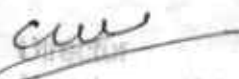
Employment offer: During Internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new Joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/ to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during Internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida - 201301, Uttar Pradesh, India


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Confidential Information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

Very truly yours,



Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

_____ Name _____ Signature _____ Date _____

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India



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Arun Kumar <arun.kumar@mangalmai.org>

Re: GENPACT - 18th Oct 2019 @ Mangalmai, Greater Noida II

Narang, Ganika G <Ganika.Narang2@genpact.com>

Tue, Nov 19, 2019 at 12:36 PM

To: Arun Kumar <arun.kumar@mangalmai.org>

Cc: "Malhotra, Priyam" <priyam.malhotra@genpact.com>, "Sumbli, Vineeta" <vineeta.sumbli@genpact.com>

Dear Arun,

Please find below the list of shortlisted students for Genpact. The candidates would join us post their final year result.

Candidate Name	Mobile Number	Education
Shobita Prakash	7428503037	BBA+MBA
Shikha Priya	8929920301	BBA+MBA
Harshit Chaturvedi	8851977510	B.tec
Ravi Choudhary	9971216592	B.tec
Zeeshan Ali	7827462981	B.tec
Tahseem Raza	9917766277	B.com+MBA
Supriya Kumari	7507847651	B.com+MBA
Sweta Bharti	9956841944	BBA+MBA
Diksha Sharma	8789415450	BBA+MBA
Akanksha Choudhary	9690328202	B.Tech
Hrishikesh Tiwari ✓	8839665884	B.Tech
Ashutosh Pandey	8010737576	B.Tech

Regards

Ganika Narang

Ganika Narang
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

To,
Janishar Akhtar
Hazaribagh, Jharkhand

Dated : 06/10/2019

LETTER OF OFFER

Reference No. CAN1157

Dear Janishar Akhtar,

It is our pleasure to extend the following offer of employment to you on behalf of Progressive Infotech Pvt. Ltd.

1. You will be designated as **Trainee of Engineering**.
 2. Your tentative posting will be at **PROGRESSIVE INFOTECH PVT.LIMITED**.
 3. Your remuneration would be as per the salary annexure attached with the offer letter, detailing the compensation, bonus and other details will be issued to you on the date of joining. Please note that you are required to sign and submit a copy of the same on the date of joining.
 4. Please submit the following documents at the Onboarding portal once you receive the Onboarding Link:
 - Copy of technical Certifications/ training attended
 - Academic Certificates(10th, 12th, Graduation/Professional)
 - Appointment letter of previous employer
 - Relieving Certificate/Resignation of previous employer
 - Salary Slip
 - Recent high resolution passport size photographs with white background.
 - Proof of residential address (permanent as well as place of stay), if the two are different
 - Medical Fitness Certificate
 - PAN CARD/Applied for Document
 5. Please provide hard copies of the following documents at the time of your joining :
 - PAN CARD/Applied for Document (1 self attested copy).
 - AADHAR CARD (1 self attested copy).
 - Cancelled cheque/Bank passbook/Bank statement for UAN KYC (Name should be printed).
 - If already PF member then previous UAN passbook copy is required.
- Please note that all the above documents are mandatory to complete the joining formalities.
6. A copy of any of the following documents is required for the Bank Account purpose, so that your corporate salary A/C can be opened :
 - Aadhaar Card
 - Driving License
 - Voter ID card
 - Valid Passport

Kindly carry the originals for verification.



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Terms & Conditions:

- You will be on probation for a period of 90 Days from the first of the calendar month following the date of your joining. The probation period can be extended at the discretion of the Company under discussion with you and your reporting manager. In case your probation period is not extended by means of a written communication, your services will be deemed to be confirmed.
- This offer is subject to a satisfactory reference check of your credentials as per our Background Verification Process (BGV), covering your educational qualifications, including certifications and other documents authentication, previous employer feedbacks, medical condition history and declaration etc. The continuation of your employment will be subject to a clean BGV report and your remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- This offer is subject to a satisfactory reference check of your credentials being conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, medical declaration etc. The continuation of your services will be subject to receiving a clean certificate from the investigating agency and remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse report of your credentials.
- You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
- Kindly confirm your acceptance of the above terms and conditions and the date of joining, within 2 days of receiving the offer letter, by reverting to the offer mail. In case we do not receive your acceptance, this offer shall stand withdrawn automatically.
- This offer is valid if you join Progressive on or before 18-Oct-2019. Please report to HR at 10:00 am on the date of joining as per following details:

PROGRESSIVE INFOTECH PVT. LTD.

- A-26, Sector 83, Noida, U.P. - 201305

- For any queries please contact :- Kritika Patiyal
Email ID: kritika.patiyal@centilytics.com

Note: Kindly note that appointment letter, ID card & salary will not be processed till all the documentation part is completed.

Sincerely,
For Progressive Infotech Pvt. Ltd.

Amrit Rajput
(Authorized Manager)

Naresh Kumar
(Signature)

Chauhan
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Compensation Annexure

Candidate ID	CAN1262	Grade	T
Associate Name	Janishar Akhtar	Designation	Trainee

Dear Janishar Akhtar,

Please find below your monthly/annual salary breakup. The breakup would be effective from 10-Oct-2022.

Fixed Salary	Monthly Figure (in Rs.)	Annual Figure (in Rs.)
Basic		
HRA	11,743.00	140,916.00
Special Allowance	5,872.00	70,464.00
GROSS SALARY (A)	5,285.00	63,420.00
	22,900.00	274,800.00
ADDITIONAL BENEFIT		
Employers' Contribution to PF		
Group Medical Insurance Premium	1,800.00	21,600.00
OTHER BENEFITS (B)	300.00	3,600.00
	2,100.00	25,200.00
TOTAL FIXED SALARY (A+B)		
	25,000.00	300,000.00
Gratuity - Payable as per gratuity act (C)		
	564.57	6,774.84
TOTAL CTC		
	25,564.57	306,774.84

Changes in PF/ESIC by respective departments will be applicable, If any
 e payout for Variable compensation shall be decided based on the KRA's. A separate letter has been attached for your variable
 s. The management has the right to modify the framework as well as the parameters of evaluation from time to time, depending on
 ing business environment and needs.
 ur Compensation details are Personal and strictly confidential only to you. This should not be shared with any person other than
 reporting manager & HR.

Progressive Infotech Pvt. Ltd.

it Rajput

ized Manager)

Janishar Akhtar
 (Signature)

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Rapidsoft
Technologies

Modernize Apps

Office Address:
Plot 63, Udhay Vihar, Phase IV
Gurgaon - 122001, Haryana, India
Tel: +91 124 485 2628, Fax: +91 124 426 1923
Email: info@rapidsoft.co.in

Ref: HR/LOI/168

Date: 12/3/2020

Mr. Kapil Dev Gyani

Sub: Letter of Intent

Dear Kapil,

It gives us immense pleasure in inviting you to join Rapidsoft Technologies as one of its valuable members. We believe that corporate grow and flour is helpful by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our Associates. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as "Software-Trainee"

You will be on probation normally for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

We would want you to join us on 06th July 2020 (Monday). On your joining day, we will require you to submit various documents for our records, as mentioned in the list enclosed. You will be issued formal letter of appointment after completing the joining formalities. Please return the signed duplicate copy of the letter as acknowledgement.

While we will coming you to Rapidsoft we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the Rapidsoft "Power of Precision".

Warm Regards and Best Wishes,
For Rapidsoft Technologies

Shantanu Deshmukh
COO

Offer Accepted

(Signature of the Candidate)

I agree to the above terms and Conditions.

Haryana Institute of Engineering & Technology
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Encl:

1. List of Documents

LIST OF DOCUMENTS FOR COLLECTION

1. Four passport size photographs.
2. Relieving order / letter from your all previous employer.
3. Salary certificate from your previous employer indicating tax deducted so far.
4. Copies of Educational / Professional qualification certificates along with originals
5. Two Copy of PAN Card
6. Two Copy of Valid Passport / Two copies of Address Proof
7. Form 12B from Previous Employer indicating tax deduction.

Note: New Joiner are requested to bring all original documents on the first day for the document verification. Any delay in submission of documents would lead to terminate the employment of an employee with immediate effect.

Care

Signature of Employee
Greater Noida (UP)-201310
College Code-786

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: December 4, 2019

Jatin Kumar
Etah, Uttar Pradesh

Dear Jatin, Kumar,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Limited (herein referred as "HCL" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **EXECUTIVE**.

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

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **February 7, 2020**.

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

Recruiter: Vignesh Sethuraj R
Recruiter Address: HCL Technologies Ltd,
Chennai

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

1

SIGNATURE OF EMPLOYEE:



Department of Engineering & Technology
Sri Lanka Institute of Engineering & Technology
Sri Lanka Institute of Engineering & Technology
College Code-788

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

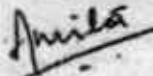
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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www.hcl.com

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

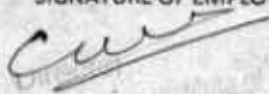
For HCL Technologies Limited,



Amrita Das

Vice President, Head-Global Rewards

SIGNATURE OF EMPLOYEE:



Director, Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-785)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC045369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

SIGNATURE OF EMPLOYEE:



Management Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC045369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

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

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Performance Bonus (PB): You will be eligible to Performance bonus of << Currency >> < PB >> per annum. Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable to you at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per our Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIREALS & INSURANCES BENEFIT

You and your dependants will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various Insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under Employees' State Insurance Act, 1948.

SIGNATURE OF EMPLOYEE:


Director
Manipal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

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Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

•**Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

•**Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

•**Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

•**Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

SIGNATURE OF EMPLOYEE:



Mamlay Institute of Engineering & Technology
Gresty Noida (U.P.)-201310
(College Code-786)

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Corporate Identity Number: L74140DL1991PLCD46369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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

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ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Noida.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

4. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **three months** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

5. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

SIGNATURE OF EMPLOYEE:



Manipal Institute of Engineering & Technology
Greenfield (U.P.)-201310
(College Code-786)

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You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6. Background and Reference Check

• The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.

• The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

7. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

8. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

9. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

10. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

11. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

SIGNATURE OF EMPLOYEE:

ans
Graduate School of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Date: 5 March 2020

Dear Rishbi Tripathi,

We are delighted to share the Letter of Intent to you at the position of **Salesforce Developer**. Your total CTC will be **Rs 3.5 Lakh per annum** (Three Lakh Fifty Thousand Rupees Only). You will be under training period of 6 months with monthly stipend amount of **Rs 15000**.

You will be under a 2 year Bond, in case you Breach the Bond Agreement then you are liable to pay Rs 2,00,000 along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Our total rewards package is a combination of different types of:

- Compensation related benefits
- Work/Life benefits & discounts
- Vacation and time-off policies

Apart from this, you are entitled for several insurance benefits as per your career stage in **Cloud Analogy Softech Pvt. Ltd.**

Post joining, your location of work will be **Noida**.

The details of the terms and conditions of the offer of employment will be shared with you on your date of joining.

Please find attachment of:

- 1) Your detailed annual and monthly compensation structure with **Cloud Analogy Softech Pvt Ltd.**
- 2) The list of documents you need to furnish on or before joining **Cloud Analogy Softech Pvt Ltd.**

Kindly confirm your acceptance of this offer and your date of joining by **6 th March 2022**

Failure of confirmation of acceptance of this offer on your part by **6th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR

Magnum Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Work Together, Progress Together



Annexure 1

Compensation Break-down		
Employee Name	Ms. Rishbi Tripathi	
Designation	Salesforce Developer	
Grade		
Department	Professional Services	
Cost to Company	Rs.3,50,000/-	
Components	PM	PA
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
Fixed Component	26167	314000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27367	328400
Total CTC	29167	350000
Notes :		
1. Income tax and other statutory deductions as applicable		
2. Gratuity shall be paid as per the prevailing act		
3. Medical Insurance premium will be deducted as per declaration (Actual Premium)		
4. **Variable pay is linked to achieving mutually agreed goals from year to year		
5. CTC components shall be restructured once the reimbursement options opted		

CMS

Head of Engineering & Technology
GATEWAY TO U.P. 201310
(College Code-786)



Annexure - 2

At the time of joining Cloud Analogy Softech Pvt Ltd the following documents and information must be made available to us.

List of documents that need to be submitted:

Sl.No	Documents
1	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
2	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with mark sheets.
3	Your latest salary slip or salary certificate*
4	Experience proof - Relieving letter from previous employers (if previously employed)* The relieving letter or resignation acceptance needs to be submitted in original
5	Service certificate from previous Employer
6	Form 16 or Taxable income statement duly certified by the previous employer (The statement showing the deductions and Taxable income with the break up) till the last date of your employment with them along with PAN number if available.
7	4 Passport Size Photographs
8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume


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(College Code-786)



- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- We will not be able to process your records unless you submit all the documents mentioned above.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.

- Ø DOB's of Father, Mother, Spouse, Child/ Children
- Ø Educational details with the passing year
- Ø Your past experience details with the exact years and role played to be mentioned.
- Ø Blood Group
- Ø 1 Passport size photograph of all your dependants
- Ø Your PF, ESIC account number with previous (prior to joining us) employer
- Ø Your PAN number
- Ø Passport number, Place of issue, Date of issue, Validity: From & To date.


Mangal Singh Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

OFFER LETTER

Name of the Candidate: Kundan Kumar
Place of Joining: Noida

Joining Date: 13th January 2020

Dear Kundan,

With reference to your interview you had with us, we are pleased to offer you the position of "Associate Software Engineer" in HashStudioz Technologies Pvt Ltd. (hereinafter referred to as "HashStudioz" or "Company") on the following terms and conditions:

1. You will be given a salary of Rs. 3.60 Lakh Per Annum starting from the day of joining.
Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

2. Working days will be Five days a week. This is subject to any change that may come into force in future.

3. When you are joining as an "Associate Software Engineer" you will be on probation period for 6 months. During this period, if the Company finds your performance not satisfactory, then your service will be terminated with immediate effect.

4. You have to sign a 2 year service agreement with the Company on the day of your joining.

5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/undertakings/agreements as may be required by HashStudioz from time to time.

6. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in HashStudioz or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by HashStudioz, shall be the property of HashStudioz. You shall treat the above information or data in connection with any work done in HashStudioz in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.

7. All information, papers, correspondence, etc., pertaining to HashStudioz business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.

8. Relocation / Transfer: Transfer to a different function or department or location within HashStudioz can be requested or applied for by an employee only if such an opportunity is available and employee has completed minimum 2 years of service with HashStudioz. The decision on such a matter is at the sole discretion of the Company.

9. During your tenure with HashStudioz, you may be transferred to any of the Offices/Departments/Units of HashStudioz or of associate concerns whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/subsidiary/group concern outside India by HashStudioz, you shall be treated as having bound yourself to serve HashStudioz for the deputation period, and for the


Kundan Kumar
HashStudioz Technologies Pvt Ltd
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC040369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T : 91 120 4013000 F: +91 120 2520907

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

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OFFER & APPOINTMENT LETTER

Offer Release Date: December 4, 2019

**Madhavi Sharma
Raj Nagar
New Delhi**

Dear Madhavi. Sharma,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Limited (herein referred as HCL or Company) we are pleased to inform you that you have been selected for employment in our organization as **EXECUTIVE**.

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

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **February 7, 2020**.

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

**Recruiter: Vignesh Sethuraj R
Recruiter Address: HCL Technologies Ltd,
Chennai**

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

1

SIGNATURE OF EMPLOYEE:


HCL Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

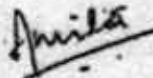
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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www.hcl.com

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

For HCL Technologies Limited,



Amrita Das

Vice President, Head-Global Rewards



Mangalmani Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

SIGNATURE OF EMPLOYEE:

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ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- 4 Basic Salary
- 4 Monthly Allowances
- 4 Variable Pay
- 4 Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

3

SIGNATURE OF EMPLOYEE:


Kangra Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

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Corporate Identity Number: L74140DL1991PLC048369

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You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.

- The company may also undertake reference check through at least two professional references submitted during the process of selection. In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

7. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

8. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

9. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

10. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

11. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

SIGNATURE OF EMPLOYEE:



Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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

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www.hcl.com

12. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

14. Other Rules and Regulations of the Company

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

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include upto termination of your employment with HCL.

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

SIGNATURE OF EMPLOYEE:



Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

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Annexure III**LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL****PRE-EMPLOYMENT BACKGROUND VERIFICATION**

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- 1.Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- 2.Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- 1.The information provided in Resume and background verification form must be same.
- 2.Information provided in background verification form must be accurate.
- 3.Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- 4.Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining-induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	2
2	Extension Letter (If the Date of Joining in the offer letter is past dated)	1
3	Relieving Letter/ Resignation Acceptance-FOR EXPERIENCED EMPLOYEES (With LAST WORKING DATE clearly mentioned - From Immediate LAST EMPLOYER ONLY)	1

SIGNATURE OF EMPLOYEE:



Mangalvy Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048389

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T : +91 120 4013000 F: +91 120 2526907

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

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4	PAN Card	2
5	Passport – First and last page – Name and Date of Birth Proof.	2
6	10 th Mark Sheet	1
7	12 th Mark Sheet	1
8	Address Proof: Any Govt. photo ID / address proof e.g. Passport, Driver's License, Voter ID card, electricity bill of last 3 months, etc. *Please note that we do not accept the Aadhaar Card as ID or address proof.	2
9	Highest Qualification Mark-sheets/Degree/ PDC - For Fresher's Only	1
10	Passport Size Photographs (white background)	7

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.

10

SIGNATURE OF EMPLOYEE:


Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1691PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T : 91 120 4013000 F: +91 120 2526907

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

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Annexure IV

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Sholinganallur Village, Sholinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, Surya Sapphire, Plot#3, 1St Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Cornet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 587, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihaan SEZ, Nagpur
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesaraipalli, Gannavaram, Krishna District 521102

You shall agree that the expense(s) mentioned above, if committed during the recruitment process and incurred by the Company at the time of joining or thereafter, shall be treated in your name as an advance for a period of 2 (two) years from the date of your joining unless otherwise specified and will be recovered from you in case of your separation from the organization within two years from the date of joining. The taxability of the above components will be in accordance with the income tax rules applicable at the time of payment.

In event of you having to relocate from another city the Company will provide accommodation for yourself and immediate family at the company guest house for the initial 15 days, the cost of which will be borne by the company. Any extension of the guest house accommodation will be subject to availability of rooms and approval from the reporting manager. The cost for the extended days of stay will be borne by you.

SIGNATURE OF EMPLOYEE:



Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

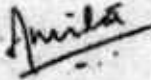
Registered Office: 606 Siddharth, B6, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

This offer and Appointment letter with all the enclosures of Annexures is completed in all respects and it is clearly understood and agreed that there is no other commitment or understanding. The above mentioned commitment will not be paid if it is not claimed within 6 months of joining.

For HCL Technologies Limited



Amrita Das

Vice President, Head-Global Rewards


Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Date: 8th October, 2019

Offer Letter

Dear Ms. Mahima Payala,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of internship, you will earn 12 days for the first year and 18 days from second year onwards.


Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/ to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India


Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Confidential Information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

Very truly yours,



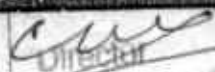
Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

Mahima Pahal Name Mahima Signature _____ Date _____

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India


Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 21-Oct-2019
Name : Md. Arbaz Hussain
Location : Uttar Pradesh,
Address : Q. No. 35213, AIR Force Station, Rajokri, New Delhi

Dear Arbaz,

Subject: Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last pay slip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MDQ4Mik5NjM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted

Director
Gurukulmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Arun Kumar <arun.kumar@mangalmay.org>

Fwd: Infosys Update On Your Date of Joining

1 message

Nikki Chaudhary <nikkichaudhary795@gmail.com>
To: arun.kumar@mangalmay.org

Wed, Apr 15, 2020 at 1:11 PM

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

From: Infosys Limited <offers@infosys.com>
Date: Tue, Apr 14, 2020, 9:55 AM
Subject: Infosys Update On Your Date of Joining
To: nikkichaudhary795@gmail.com <nikkichaudhary795@gmail.com>

Dear Nikki Kumari,

We hope you and your family are doing well and staying safe during these challenging times.


COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

<https://mail.google.com/mail/u/4/?ik=f09ef5169a&view=pt&search=all&permthid=thread-f:1664023540269912514&siml=msg-f:1664023540269912514>


Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

3:32 PM

Google Mail - Fwd: Infosys Update On Your Date of Joining

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition
Infosys

Copyright © 2020 Infosys Limited

2 attachments



Image001.jpg
3K



Image001.jpg
3K

cur
Mangalore Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Ref: HR/LOI/169
Date: 12/3/2020

Mr. Prashant Nautiyal

Sub: Letter of Intent

Dear Prashant,

It gives us immense pleasure in inviting you to join Rapidsoft Technologies as one of its valuable members. We believe that corporate grow and flour is helpful by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our Associates. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as "Software-Trainee"

You will be on probation normally for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

We would want you to join us on 06th July 2020 (Monday). On your joining day, we will require you to submit various documents for our records, as mentioned in the list enclosed. You will be issued formal letter of appointment after completing the joining formalities. Please return the signed duplicate copy of the letter as acknowledgement.

While we will coming you to Rapidsoft we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the Rapidsoft "Power of Precision".


Warm Regards and Best Wishes,
For Rapidsoft Technologies

Shantanu Deshmukh
COO

Offer Accepted

(Signature of the Candidate)

I agree to the above terms and Conditions.


Himgiri Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Date: 8th October, 2019

Offer Letter

Dear Mr. Prem Kumar,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of Internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During Internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of internship, you will earn 12 days for the first year and 18 days from second year onwards.

Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/- to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

**Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India**

CMR
Director

Mangalvy Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Arun Kumar <arun.kumar@mangalmay.org>

SELECTED STUDENTS MANGALMAY

Wed, Jul 22, 2020 at 5:19 PM

Snehlata Jokta <snehlataj@unifycloud.com>

To: Arun Kumar <arun.kumar@mangalmay.org>

Cc: Priyanka Tripathi <priyankat@unifycloud.com>, "Prof. S. N. Srivastava" <SNSrivastava@unifycloud.com>, Vivek Bhatnagar <vivek@unifycloud.com>

Hello Arun,

Greetings from Unified Cloud!!

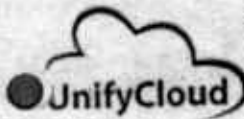
Thanks a lot for your invitation Arun, please find below list of selected students in final round.

S.No.	Students Name
1	Mithun
2	Priti Kumar
3	Ritesh Kumar

You will get joining date of the students shortly.

Please feel free to contact me in case of any other query.

Warm regards,



Snehlata Jokta [Executive - HR]

Mobile: +91 81305 50628

The Unified Cloud Private Limited

C-40, Ground Floor, Sector - 58, Noida, UP - 201301

From: Arun Kumar <arun.kumar@mangalmay.org>

Sent: Monday, July 20, 2020 12:27 PM

To: Snehlata Jokta <snehlataj@unifycloud.com>

Cc: Priyanka Tripathi <priyankat@unifycloud.com>; Prof. S. N. Srivastava <SNSrivastava@unifycloud.com>; Vivek Bhatnagar <vivek@unifycloud.com>

Subject: Re: Shortlisted Students for Final Technical Round (Mangalmay)

Dear Ms. Snehlata,

Greetings !!

Kindly share the final result of the interview round of our B.TECH shortlisted candidates.

<https://mail.google.com/mail/u/4/?ik=f09ef5169a&view=pt&search=all&permmsgid=msg-f:1672917614776504923&siml=msg-f:1672917614776504923> 1/6

Signature
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Arun Kumar <arun.kumar@mangalmay.org>

**RE: invitation II Campus Recruitment II Mangalmay
Group of Institutions II 2019-2020 Batch II**

apurva@apsquadz.com
<apurva@apsquadz.com>
To: Placement Mangalmay <placement@mangalmay.org>
Cc: Arun Kumar <arun.kumar@mangalmay.org>

Fri, Sep 13, 2019 at 4:43
PM

Dear Arun,

Greeting For the Day....

The below students are selected in AppSquadz Technologies Pvt., Ltd. And
please update with Joining Confirmation

Congratulation to all the selected students

Ankur Lohiya
Supriya
Jagat Singh
Satyam
Pravind pandey
Divyanshi chaudhary
Richa Pattnaik
Deepak Singh
Utsav Chaudhary
Nitn Singh
Shreya

Thanks & Regards

<https://mail.google.com/mail/u/0?ik=fd9ef5169a&view=pt&search=all&permmsgid=msg-f%3A16...> 1/4

Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

2/18/2020

Google Mail - RE: invitation II Campus Recruitment II Mangalmay Group of Instituti...

APURVA

(HR MANAGER)



AppSquadzTechnologies Pvt. Ltd

H-35 , 1st Floor
Sector # 63, NOIDA 201 301 India

hr@appsquadz.com

www.appsquadz.com

Cum

Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

From: apurva@apsquadz.com <apurva@appsquadz.com>
Sent: 06 September 2019 13:15

<https://mail.google.com/mail/u/0/?ik=f9ef5169a&view=pt&search=all&permmsgid=msg-f%3A16...> 2/4

Dated : 06/10/2019

To,
Punam Majumdar
Pachatiya, Bihar

LETTER OF OFFER

Reference No. CAN1158

Dear Punam Majumdar,

It is our pleasure to extend the following offer of employment to you on behalf of Progressive Infotech Pvt. Ltd.

1. You will be designated as Trainee of Engineering.
2. Your tentative posting will be at PROGRESSIVE INFOTECH PVT. LIMITED.

Your remuneration would be as per the salary annexure attached with the offer letter, detailing the compensation, bonus and other details will be issued to you on the date of joining. Please note that you are required to sign and submit a copy of the same on the date of joining.

4. Please submit the following documents at the Onboarding portal once you receive the Onboarding Link:
 - Copy of technical Certifications/ training attended
 - Academic Certificates(10th, 12th, Graduation/Professional)
 - Appointment letter of previous employer
 - Relieving Certificate/Resignation of previous employer
 - Salary Slip
 - Recent high resolution passport size photographs with white background.
 - Proof of residential address (permanent as well as place of stay), if the two are different
 - Medical Fitness Certificate
 - PAN CARD/Applied for Document
5. Please provide hard copies of the following documents at the time of your joining :
 - PAN CARD/Applied for Document (1 self attested copy).
 - AADHAR CARD (1 self attested copy).
 - Cancelled cheque/Bank passbook/Bank statement for UAN KYC (Name should be printed).
 - If already PF member then previous UAN passbook copy is required.

Please note that all the above documents are mandatory to complete the joining formalities.

6. A copy of any of the following documents is required for the Bank Account purpose, so that your corporate salary A/C can be opened :
 - Aadhaar Card
 - Driving License
 - Voter ID card
 - Valid Passport

Kindly carry the originals for verification.

Signature
Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Terms & Conditions:

- * You will be on probation for a period of 90 Days from the first of the calendar month following the date of your joining. The probation period can be extended at the discretion of the Company under discussion with you and your reporting manager. In case your probation period is not extended by means of a written communication, your services will be deemed to be confirmed.
- * This offer is subject to a satisfactory reference check of your credentials as per our Background Verification Process (BGV), covering your educational qualifications, including certifications and other documents authentication, previous employer feedbacks, medical condition history and Declaration etc. The continuation of your employment will be subject a clean BGV report and your remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- * This offer is subject to a satisfactory reference check of your credentials being conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, medical declaration etc. The continuation of your services will be subject to receiving a clean certificate from the investigating agency and remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- * The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to adverse report of your credentials.
- * You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
- * Kindly confirm your acceptance of the above terms and conditions and the date of joining, within 2 days of receiving the offer letter, by reverting to the offer mail. In case we do not receive your acceptance, this offer shall stand withdrawn automatically.
- * This offer is valid if you join Progressive on or before 18-Oct-2019. Please report to HR at 10:00 am on the date of joining as per following details:

PROGRESSIVE INFOTECH PVT. LTD.

- A-26, Sector 83, Noida. U.P. - 201305

- * For any queries please contact :- Kritika Patiyal
Email ID: kritika.patiyal@centilytics.com

: Kindly note that appointment letter, ID card & salary will not be processed till all the documentation part is completed.

sincerely,

Progressive Infotech Pvt. Ltd.

Nit Rajput

Authorized Manager

Punam

(Signature)

cur
Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Progressive Infotech Pvt. Ltd.

Registered Office Address : Flat No. 6317, Sector-C, Pocket 6 & 7, Vasant Kunj, New Delhi - 110070.
CIN No. : I151009DI1998PTC091465

Compensation Annexure

Candidate ID	CAN1262	Grade	T
Associate Name	Punam Majumdar	Designation	Trainee

Dear Punam Majumdar,

Please find below your monthly/annual salary breakup. The breakup would be effective from 10-Oct-2022.

Fixed Salary	Monthly Figure (in Rs.)	Annual Figure (in Rs.)
Basic	11,743.00	140,916.00
HRA	5,872.00	70,464.00
Special Allowance	5,285.00	63,420.00
GROSS SALARY (A)	22,900.00	274,800.00
ADDITIONAL BENEFIT		
Employers' Contribution to PF	1,800.00	21,600.00
Group Medical Insurance Premium	300.00	3,600.00
TOTAL BENEFITS (B)	2,100.00	25,200.00
TOTAL FIXED SALARY (A+B)	25,000.00	300,000.00
Gratuity - Payable as per gratuity act (C)	564.57	6,774.84
Total CTC	25,564.57	306,774.84

Note :

1. Changes in PF/ESIC by respective departments will be applicable, If any
2. The payout for Variable compensation shall be decided based on the KRA's. A separate letter has been attached for your variable KRA's. The management has the right to modify the framework as well as the parameters of evaluation from time to time, depending on changing business environment and needs.
3. Your Compensation details are Personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager & HR.

For Progressive Infotech Pvt. Ltd.

Amrit Rajput

(Authorized Manager)

Punam
(Signature)

Amrit Rajput
Amrit Rajput Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Rapidsoft
Technologies

Modernize Apps

Office Address:
Plot 63, Udhayog Vihar, Phase IV
Gurgaon - 122001, Haryana, India
Tel: +91 124 455 2526 Fax: +91 124 426 1923
Email: info@rapidsoft.co.in

Ref: HR/LOI/170
Date: 12/3/2020

Mr. Rajat Kumar Gupta

Sub: Letter of Intent

Dear Rajat,

It gives us immense pleasure in inviting you to join Rapidsoft Technologies as one of its valuable members. We believe that corporate grow and flour is helpful by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our Associates. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as "Software-Trainee"

You will be on probation normally for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

We would want you to join us on 09th December 2019 (Monday). On your joining day, we will require you to submit various documents for our records, as mentioned in the list enclosed. You will be issued formal letter of appointment after completing the joining formalities. Please return the signed duplicate copy of the letter as acknowledgement.

While we will coming you to Rapidsoft we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the Rapidsoft "Power of Precision".

Warm Regards and Best Wishes,
For Rapidsoft Technologies

Shantanu Deshmukh
COO

OfferAccepted

(Signature of the Candidate)

I agree to the above terms and Conditions.

Amity Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

End:

I. List of Documents

LIST OF DOCUMENTS FOR COLLECTION

1. Four passport size photographs.
2. Relieving order / letter from your all previous employer.
3. Salary certificate from your previous employer indicating tax deducted so far.
4. Copies of Educational / Professional qualification certificates along with originals
5. Two Copy of PAN Card
6. Two Copy of Valid Passport / Two copies of Address Proof
7. Form 12B from Previous Employer indicating tax deduction.

Note: New Joiner are requested to bring all original documents on the first day for the document verification. Any delay in submission of documents would lead to terminate the employment of an employee with immediate effect.


Director
Mangal May Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

OFFER LETTER

Name of the Candidate: Richa Pattanaik
Place of Joining: Noida

Joining Date: 13th January 2020

Dear Richa,

With reference to your interview you had with us, we are pleased to offer you the position of "Associate Software Engineer" in HashStudioz Technologies Pvt Ltd. (hereinafter referred to as "HashStudioz" or "Company") on the following terms and conditions:

1. You will be given a salary of Rs. 1.80 Lakh Per Annum starting from the day of joining. Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.
2. Working days will be Five days a week. This is subject to any change that may come into force in future.
3. When you are joining as an "Associate Software Engineer" you will be on probation period for 6 months. During this period, if the Company finds your performance not satisfactory, then your service will be terminated with immediate effect.
4. You have to sign a 2 year service agreement with the Company on the day of your joining.
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/undertakings/agreements as may be required by HashStudioz from time to time.
6. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in HashStudioz or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by HashStudioz, shall be the property of HashStudioz. You shall treat the above information or data in connection with any work done in HashStudioz in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
7. All information, papers, correspondence, etc., pertaining to HashStudioz business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.
8. Relocation / Transfer: Transfer to a different function or department or location within HashStudioz can be requested or applied for by an employee only if such an opportunity is available and employee has completed minimum 2 years of service with HashStudioz. The decision on such a matter is at the sole discretion of the Company.
9. During your tenure with HashStudioz, you may be transferred to any of the Offices/Departments/Units of HashStudioz or of associate concerns whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/subsidiary/group concern outside India by HashStudioz, you shall be treated as having bound yourself to serve HashStudioz for the deputation period, and for the

✉ info@hashstudioz.com

📍 D-5 Logix Infotech Park Sector-59 Noida (India)

Richa
Mangalaj Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

stipulated period, thereafter, if any, and the same shall be treated as the contract period vis-a-vis this contract of service.

10. During your tenure with HashStudioz, you will be governed by the Service Rules and regulations of HashStudioz currently in force or as introduced/awarded from time to time.

11. Either party can terminate this employment by serving a notice on the other party. Employee is required to serve a compulsory notice of 90 days whereas Company shall serve a notice of 30 days.

12. During notice period, if the employee's attitude is found unacceptable, Company reserves the right to terminate the employment immediately without any notice period and Company shall not be liable to compensate the employee for notice period in any manner.

13. Company has rights to hold employee's salary during notice period, based on the performance feedback from the concerned engineering manager.

14. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with HashStudioz shall stand terminated/cancelled without any notice.

15. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than your curriculum.

16. There will be a performance assessment in every financial year. Employee must have completed at least 6 months in HashStudioz to become eligible for performance assessment. Based on assessment, the compensation will be revised.

17. Your email acceptance of this offer is expected within 5 days from the date of releasing the offer letter. This offer shall become void after completion of 5 days in case no acceptance is received from the candidate. On the day of your joining, please bring photocopies of the following:

- Age Proof
- Pan Card
- Address Proof
- Colour photographs, passport size.
- Payslip of last 3 months from the previous employer (If Applicable)
- Latest offer letter from the previous employer (If Applicable)
- Experience letter from all previous employers (If Applicable)
- All mark-sheets & Degree certificates (for Engineer Trainee & Intern position)

Wishing you a rewarding career with HashStudioz and welcoming you to our Pursuit of Excellence.

Yours sincerely,
For HashStudioz Technologies Pvt Ltd.
Garima Agnihotri
Senior HR Manager

✉ info@hashstudioz.com



D-5 Logix InfoTech Park Sector - 59 Noida (India)

Cue
Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)



Arun Kumar <arun.kumar@mangalmay.org>

Fwd: Infosys Update On Your Date of Joining

1 message

Wed, Apr 15, 2020 at 1:08 PM

RIYA BAURAI <riyabaurai@gmail.com>
To: arun.kumar@mangalmay.org

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

From: Infosys Limited <offers@infosys.com>
Date: Tue, 14 Apr, 2020, 9:55 AM
Subject: Infosys Update On Your Date of Joining
To: riyabaurai@gmail.com <riyabaurai@gmail.com>

Dear Riya Baurai,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at

<https://mail.google.com/mail/u/4/?ik=f09ef5169a&view=pt&search=all&permthid=thread-f:1664023352466063919&siml=msg-f:1664023352466063919>

Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

23, 3:39 PM

Google Mail - Fwd: Infosys Update On Your Date of Joining

offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

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2 attachments



Image001.jpg
3K



Image001.jpg
3K

CWS
Mangalmani Institute of Engineering & Technology
Greater Noida (U.P.)-201310
[College Code-786]

Date: 8th October, 2019

Offer Letter

Dear Mr. Sachit Kumar,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of Internship for development profile. If you accept this offer, you will begin your Internship of twelve months with the Company on 10th October 2019. Your Internship is expected to end on 30th June 2020.

Compensation: During internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of Internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of Internship, you will earn 12 days for the first year and 18 days from second year onwards.

Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new Joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of Internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/- to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of Internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)
Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India


Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Confidential Information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

Very truly yours,

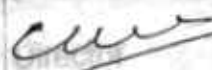


Akanksha Salni
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

Sachit Kumar Name Sachit Kumar Signature 10-10-19 Date

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)
Corporate Office : B-4 Third Floor, Sector 63,
Noida - 201301, Uttar Pradesh, India


Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

2/18/2020

Google Mail - RE: Invitation II Campus Recruitment II Mangalmai Group of Instituti...



Arun Kumar <arun.kumar@mangalmai.org>

**RE: Invitation II Campus Recruitment II Mangalmai
Group of Institutions II 2019-2020 Batch II**

apurva@appsquadz.com

Fri, Sep 13, 2019 at 4:43 PM

<apurva@appsquadz.com>

To: Placement Mangalmai <placement@mangalmai.org>

Cc: Arun Kumar <arun.kumar@mangalmai.org>

Dear Arun,

Greeting For the Day....

The below students are selected in AppSquadz Technologies Pvt., Ltd. And
please update with Joining Confirmation

Congratulation to all the selected students

Ankur Lohiya
Supriya
Jagat Singh
✓ Satyam
Pravind pandey
Divyanshi chaudhary
Richa Pattnaik
Deepak Singh
Utsav Chaudhary
Nitin Singh
Shreya

Thanks & Regards

<https://mail.google.com/mail/u/0/?ik=f9ef5109a&view=pt&search=all&permmsgid=msg-f%3A16...> 1/4

Cover
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

2/19/2020

Google Mail - RE: Invitation II Campus Recruitment II Mangalmay Group of Institut...

APURVA

(HR MANAGER)



AppSquadzTechnologies Pvt. Ltd

H-35 , 1st Floor
Sector # 63, NOIDA 201 301 India

hr@appsquadz.com

www.appsquadz.com

From: apurva@apsquadz.com <apurva@appsquadz.com>
Sent: 06 September 2019 13:15

<https://mail.google.com/mail/u/0?ik=fd9ef5169a&view=pt&search=all&permmsgid=msg-f%3A16...> 2/4


Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Date: 5 March 2020

Dear Shahbaz Quamar,

We are delighted to share the Letter of Intent to you at the position of **Salesforce Developer**. Your total CTC will be **Rs 3.5 Lakh per annum (Three Lakh Fifty Thousand Rupees Only)**. You will be under training period of **6 months** with monthly stipend amount of **Rs 15000**.

You will be under a **2 year Bond**, in case you Breach the Bond Agreement then you are liable to pay **Rs 2,00,000** along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Our total rewards package is a combination of different types of:

- Compensation related benefits
- Work/Life benefits & discounts
- Vacation and time-off policies

Apart from this, you are entitled for several insurance benefits as per your career stage in **Cloud Analogy Softech Pvt. Ltd.**

Post joining, your location of work will be **Noida**.

The details of the terms and conditions of the offer of employment will be shared with you on your date of joining.

Please find attachment of:

- 1) Your detailed annual and monthly compensation structure with **Cloud Analogy Softech Pvt Ltd.**
- 2) The list of documents you need to furnish on or before joining **Cloud Analogy Softech Pvt Ltd.**

Kindly confirm your acceptance of this offer and your date of joining by **6 th March 2022**

Failure of confirmation of acceptance of this offer on your part by **6th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR

Work Together, Progress Together



Annexure 1

Compensation Break-down		
Employee Name	Mr. Shahbaz Quamar	
Designation	Salesforce Developer	
Grade		
Department	Professional Services	
Cost to Company	Rs.3,50,000/-	
Components	PM	PA
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
Fixed Component	26167	314000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27367	328400
Total CTC	29167	350000
Notes :		
1. Income tax and other statutory deductions as applicable		
2. Gratuity shall be paid as per the prevailing act		
3. Medical Insurance premium will be deducted as per declaration (Actual Premium)		
4. **Variable pay is linked to achieving mutually agreed goals from year to year		
5. CTC components shall be restructured once the reimbursement options opted		

Signature

Management Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Annexure - 2

At the time of joining Cloud Analogy Softech Pvt Ltd the following documents and information must be made available to us.

List of documents that need to be submitted:

Sl.No	Documents
1	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
2	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with mark sheets.
3	Your latest salary slip or salary certificate*
4	Experience proof - Relieving letter from previous employers (if previously employed)* The relieving letter or resignation acceptance needs to be submitted in original
5	Service certificate from previous Employer
6	Form 16 or Taxable Income statement duly certified by the previous employer (The statement showing the deductions and Taxable Income with the break up) till the last date of your employment with them along with PAN number if available.
7	4 Passport Size Photographs
8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume

Work Together, Progress Together

- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- We will not be able to process your records unless you submit all the documents mentioned above.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - Ø DOB's of Father, Mother, Spouse, Child/ Children
 - Ø Educational details with the passing year
 - Ø Your past experience details with the exact years and role played to be mentioned.
 - Ø Blood Group
 - Ø 1 Passport size photograph of all your dependants
 - Ø Your PF, ESIC account number with previous (prior to joining us) employer
 - Ø Your PAN number
 - Ø Passport number, Place of issue, Date of issue, Validity: From & To date.


Mangalini Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Extramarks Education India Private Limited

D-180, Sector-83, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 21-Oct-2019
Name : Shahwaj Khan
Location : Uttar Pradesh,
Address : Post-Panikamala, Dist-Katihar, Bihar

Dear Shahwaj,

Subject: Offer letter of employment as Business Development Executive.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MDQ4Mjk5NmM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted

Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

To,
Shivdas
Pachatiya, Bihar

Dated : 06/10/2019

LETTER OF OFFER

Reference No. CAN1159

Dear Shivdas,

It is our pleasure to extend the following offer of employment to you on behalf of Progressive Infotech Pvt. Ltd.

1. You will be designated as Trainee of Engineering.
2. Your tentative posting will be at PROGRESSIVE INFOTECH PVT.LIMITED.
3. Your remuneration would be as per the salary annexure attached with the offer letter, detailing the compensation, bonus and other details will be issued to you on the date of joining. Please note that you are required to sign and submit a copy of the same on the date of joining.
4. Please submit the following documents at the Onboarding portal once you receive the Onboarding Link:
 - Copy of technical Certifications/ training attended
 - Academic Certificates(10th, 12th, Graduation/Professional)
 - Appointment letter of previous employer
 - Relieving Certificate/Resignation of previous employer
 - Salary Slip
 - Recent high resolution passport size photographs with white background.
 - Proof of residential address (permanent as well as place of stay), if the two are different
 - Medical Fitness Certificate
 - PAN CARD/Applied for Document
5. Please provide hard copies of the following documents at the time of your joining :
 - PAN CARD/Applied for Document (1 self attested copy).
 - AADHAR CARD (1 self attested copy).
 - Cancelled cheque/Bank passbook/Bank statement for UAN KYC (Name should be printed).
 - If already PF member then previous UAN passbook copy is required.

Please note that all the above documents are mandatory to complete the joining formalities.

6. A copy of any of the following documents is required for the Bank Account purpose, so that your corporate salary A/C can be opened :
 - Aadhaar Card
 - Driving License
 - Voter ID card
 - Valid Passport

Kindly carry the originals for verification.

- You will be on probation for a period of 90 Days from the first of the calendar month following the date of your joining. The probation period can be extended at the discretion of the Company under discussion with you and your reporting manager. In case your probation period is not extended by means of a written communication, your services will be deemed to be confirmed.
- This offer is subject to a satisfactory reference check of your credentials as per our Background Verification Process (BGV) covering your educational qualifications, including certifications and other documents authentication, previous employee feedbacks, medical condition history and declaration etc. The continuation of your employment will be subject to a clean BGV report and your remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- This offer is subject to a satisfactory reference check of your credentials being conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, medical declaration etc. The continuation of your services will be subject to receiving a clean certificate from the investigating agency and remaining physically and mentally fit (as declared by you during selection process) during course of your employment with the Company.
- The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse report of your credentials.
- You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately at the time of joining.
- Kindly confirm your acceptance of the above terms and conditions and the date of joining, within 2 days of receiving the offer letter, by reverting to the offer mail. In case we do not receive your acceptance, this offer shall stand withdrawn automatically.
- This offer is valid if you join Progressive on or before 18-Oct-2019. Please report to HR at 10:00 am on the date of joining as per following details:
PROGRESSIVE INFOTECH PVT. LTD.
- A-26, Sector 83, Noida. U.P. - 201305
- For any queries please contact :- Kritika Patiyal
Email ID: kritika.patiyal@centilytics.com

Note: Kindly note that appointment letter, ID card & salary will not be processed till all the documentation part is completed.

Yours faithfully,

or Progressive Infotech Pvt. Ltd.

Amit Rajput

(Authorized Manager)

Shivdas
(Signature)

Chiranjeev
Mamata Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Compensation Annexure

Candidate ID	CAN1262	Grade	T
Associate Name	Shivdas	Designation	Trainee

Mr Shivdas,

Please find below your monthly/annual salary breakup. The breakup would be effective from 10-Oct-2022.

Fixed Salary	Monthly Figure (in Rs.)	Annual Figure (in Rs.)
Basic	11,743.00	140,916.00
IRA	5,872.00	70,464.00
Special Allowance	5,285.00	63,420.00
GROSS SALARY (A)	22,900.00	274,800.00
ADDITIONAL BENEFIT		
Employers' Contribution to PF	1,800.00	21,600.00
Group Medical Insurance Premium	300.00	3,600.00
FO BENEFITS (B)	2,100.00	25,200.00
TOTAL FIXED SALARY (A+B)	25,000.00	300,000.00
Gratuity - Payable as per gratuity act (C)	564.57	6,774.84
Total CTC	25,564.57	306,774.84

Note :

- Changes in PF/ESIC by respective departments will be applicable, if any.
- The payout for Variable compensation shall be decided based on the KRA's. A separate letter has been attached for your variable KRA's. The management has the right to modify the framework as well as the parameters of evaluation from time to time, depending on changing business environment and needs.
- Your Compensation details are Personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager & HR.

For Progressive Infotech Pvt. Ltd.

Amit Rajput
Authorized Manager)

Shivdas
(Signature)

Amu
Maharaja Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

3/27/23, 3:45 PM

Google Mail - ANR Software Pvt. Ltd. : Selected Candidate's Name



MANGALMAY GROUP <placement@mangalmay.org>

ANR Software Pvt. Ltd. : Selected Candidate's Name

Thu, Sep 3, 2020 at 6:45 PM

Anita Choudhary <anita@anrsoftware.com>
To: placement@mangalmay.org
Cc: ankura@anrsoftware.com, hsingh@anrsoftware.com

Dear Ankit Kumar,

PFB the selected student name -

1. SUBHAM TIWARI

Joining Date and offer letter will be Mailed soon.

With warm regards,

Anita Choudhary

HR Executive

ANR Software pvt. Ltd

B-103 & 104, Noida Sec-63
201301 (UP) INDIA

Nearest Metro Station- Noida Sector 62.

Landmark- Near Tech Mahindra and Fortis

Phone no:-91-9560996252

Email:- anita@anrsoftware.com

Website:- <http://www.anrsoftware.com/>

ANRSoftware
Pvt. Ltd

Please consider environment before printing this email.

Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

<https://mail.google.com/mail/u/1/?ik=3636336bdb&view=pt&search=all&permmsgid=msg-f:1676818715280746910&simpl=msg-f:16768187152807469...>

Date: 8th October, 2019

Offer Letter

Dear Mr. Sonu Soni,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of Internship for development profile. If you accept this offer, you will begin your Internship of twelve months with the Company on 10th October 2019. Your Internship is expected to end on 30th June 2020.

Compensation: During Internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of Internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During Internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of Internship, you will earn 12 days for the first year and 18 days from second year onwards.

Employment offer: During Internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of Internship.

Twenty-One month contract: Company as part of new Joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of Internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/- to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during Internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of Internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)
Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India



Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Confidential Information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

Very truly yours,



Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

Sonu Saini Name Sonu Signature 10/10/2019 Date

Ksolves India Limited (formerly known as Ksolves India Pvt. Limited)
Corporate Office : B-4 Third Floor, Sector 63,
Noida - 201301, Uttar Pradesh, India


Maharaja Institute of Engineering & Technology
Greater Noida (U.P.)-201305
(College Code-788)

HRD/1000829381/22-23

Mr. Sumit Kumar Dubey
Laggupur
Ghanshyampur
Jaunpur-223104
India

Ph: +91-8368281359

Dear Sumit Kumar,

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

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be 25-Apr-2022.

Location

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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


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(College Code-788)

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

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

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

Increments and Promotions

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

Transfer

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

CCW
GGS Indraprastha Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agree that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

April 8, 2022

HRD/3T/1000829381/22-23

Mr. Sumit Kumar Dubey
Laggupur
Ghanshyampur
Jaunpur-223104
India

Ph: +91-8368281359

Dear Sumit Kumar,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

Certificate generated by Richard Lobo
Richard_Lobo
Digitally signed by Richard Lobo
Date: 2022.04.08 15:08 IST
Reason: Digitally signed
Location: Bangalore

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

Confidential This communication is confidential between you and Infosys Limited

Mangalvy Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T +91 120 4013000 F: +91 120 2526907

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: December 4, 2019

Shankar Singh
Sec- 4, R K Puram
New Delhi

Dear Shankar, Singh,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Limited (herein referred as "HCL" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **EXECUTIVE**.

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

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **February 7, 2020**.

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

Recruiter: Vignesh Sethuraj R
Recruiter Address: HCL Technologies Ltd,
Chennai

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

1

SIGNATURE OF EMPLOYEE:


Major Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048368

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ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

SIGNATURE OF EMPLOYEE:

[Signature]
HCL Technologies of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T : +91 120 4013000 F: +91 120 2526907

Registered Office: 606 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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Performance Bonus (PB): You will be eligible to Performance bonus of << Currency >> < PB >> per annum. Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable to you at the end of the performance review cycle. To be eligible for the bonus payout, you need to be active on the rolls of the company at the time of reward distribution as per our Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.


RETIRALS & INSURANCES BENEFIT

You and your dependants will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under Employees' State Insurance Act, 1948.

SIGNATURE OF EMPLOYEE:



Group Head of Engineering & Technology
Growth - 2013-14 P.I-201310
(College Code: 782)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T : 91 120 4013000 F: +91 120 2526907

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

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www.hcl.com

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

•**Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

•**Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

•**Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

•**Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

SIGNATURE OF EMPLOYEE:



Engineering & Technology
201310

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048360

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T : +91 120 4013000 F: +91 120 2526907

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

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ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Noida.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

4. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **three months** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

5. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

SIGNATURE OF EMPLOYEE:

Signature
University Institute of Engineering & Technology
Sector 10, Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1591PLC048369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

Registered Office: 606 Siddharth, 96, Nafra Place, New Delhi-110019, India.

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www.hcl.com

12. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

14. Other Rules and Regulations of the Company

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

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include upto termination of your employment with HCL.

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

SIGNATURE OF EMPLOYEE:

[Signature]
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

HCL TECHNOLOGIES LTD.

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Annexure III**LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL****PRE-EMPLOYMENT BACKGROUND VERIFICATION**

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining-induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	2
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Relieving Letter/ Resignation Acceptance-FOR EXPERIENCED EMPLOYEES (With LAST WORKING DATE clearly mentioned - From Immediate LAST EMPLOYER ONLY)	1

SIGNATURE OF EMPLOYEE:



Manoj May Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code: 788)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

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

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4	PAN Card	2
5	Passport – First and last page – Name and Date of Birth Proof.	2
6	10 th Mark Sheet	1
7	12 th Mark Sheet	1
8	Address Proof: Any Govt. photo ID / address proof e.g. Passport, Driver's License, Voter ID card, electricity bill of last 3 months, etc. *Please note that we do not accept the Aadhaar Card as ID or address proof.	2
9	Highest Qualification Mark-sheets/Degree/ PDC - For Fresher's Only	1
10	Passport Size Photographs (white background)	7

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (Immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.



Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

HCL TECHNOLOGIES LTD.

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T : +91 120 4013000 F: +91 120 2526907

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

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www.hcl.com

Annexure IV

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Build), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, Surya Sapphire, Plot#3, 1St Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

You shall agree that the expense(s) mentioned above, if committed during the recruitment process and incurred by the Company at the time of joining or thereafter, shall be treated in your name as an advance for a period of 2 (two) years from the date of your joining unless otherwise specified and will be recovered from you in case of your separation from the organization within two years from the date of joining. The taxability of the above components will be in accordance with the income tax rules applicable at the time of payment.

In event of you having to relocate from another city the Company will provide accommodation for yourself and immediate family at the company guest house for the initial 15 days, the cost of which will be borne by the company. Any extension of the guest house accommodation will be subject to availability of rooms and approval from the reporting manager. The cost for the extended days of stay will be borne by you.

SIGNATURE OF EMPLOYEE:

[Signature]
 Maheshwari Institute of Engineering & Technology
 Greater Noida (U.P.)-201310
 (College Code: 782)

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

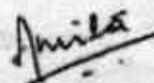
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

This offer and Appointment letter with all the enclosures of Annexures is completed in all respects and it is clearly understood and agreed that there is no other commitment or understanding. The above mentioned commitment will not be paid if it is not claimed within 6 months of joining.

For HCL Technologies Limited



Amrita Das

Vice President, Head-Global Rewards



Mamuney Institute of Engineering & Technology
Greater Noida (U.P.) 201310
(College Code: 788)

Ref: HR/LOI/171
Date: 12/3/2020

Mr. Vikas

Sub: Letter of Intent

Dear Vikas,

It gives us immense pleasure in inviting you to join Rapidsoft Technologies as one of its valuable members. We believe that corporate grow and flour is helpful by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our Associates. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designated as "Software-Trainee"

You will be on probation normally for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

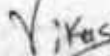
We would want you to join us on 06th July 2020 (Monday). On your joining day, we will require you to submit various documents for our records, as mentioned in the list enclosed. You will be issued formal letter of appointment after completing the joining formalities. Please return the signed duplicate copy of the letter as acknowledgement.

While we will coming you to Rapidsoft we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the Rapidsoft "Power of Precision".

Warm Regards and Best Wishes,
For Rapidsoft Technologies

Shantanu Deshmukh
COO

Offer Accepted



(Signature of the Candidate)

I agree to the above terms and Conditions.


Managing Institute of Engineering & Technology
Gurgaon, Haryana (U.P.I-201310)
(College Code-786)

Encl:

I. List of Documents

LIST OF DOCUMENTS FOR COLLECTION

1. Four passport size photographs.
2. Relieving order / letter from your all previous employer.
3. Salary certificate from your previous employer indicating tax deducted so far.
4. Copies of Educational / Professional qualification certificates along with originals
5. Two Copy of PAN Card
6. Two Copy of Valid Passport / Two copies of Address Proof
7. Form 12B from Previous Employer Indicating tax deduction.

Note: New Joiner are requested to bring all original documents on the first day for the document verification. Any delay in submission of documents would lead to terminate the employment of an employee with immediate effect.

Can
Mangal Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Date: 5 March 2020

Dear Vishal Kumar Nonia,

We are delighted to share the Letter of Intent to you at the position of **Salesforce Developer**. Your total CTC will be **Rs 3.5 Lakh per annum** (Three Lakh Fifty Thousand Rupees Only). You will be under training period of **6 months** with monthly stipend amount of **Rs 15000**.

You will be under a **2 year Bond**, in case you Breach the Bond Agreement then you are liable to pay **Rs 2,00,000** along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Our total rewards package is a combination of different types of:

- Compensation related benefits
- Work/Life benefits & discounts
- Vacation and time-off policies

Apart from this, you are entitled for several insurance benefits as per your career stage in **Cloud Analogy Softech Pvt. Ltd.**

Post joining, your location of work will be **Noida**.

The details of the terms and conditions of the offer of employment will be shared with you on your date of joining.

Please find attachment of :

- 1) Your detailed annual and monthly compensation structure with **Cloud Analogy Softech Pvt Ltd.**
- 2) The list of documents you need to furnish on or before joining **Cloud Analogy Softech Pvt Ltd.**

Kindly confirm your acceptance of this offer and your date of joining by **6 th March 2022**

Failure of confirmation of acceptance of this offer on your part by **6th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR


Mangalvi Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Work Together. Progress Together

Annexure 1

Compensation Break-down		
Employee Name	Mr. Vishal Kumar Nonia	
Designation	Salesforce Developer	
Grade		
Department	Professional Services	
Cost to Company	Rs.3,50,000/-	
Components	PM	PA
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
Fixed Component	26167	314000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27367	328400
Total CTC	29167	350000
Notes :		
1. Income tax and other statutory deductions as applicable		
2. Gratuity shall be paid as per the prevailing act		
3. Medical Insurance premium will be deducted as per declaration (Actual Premium)		
4. **Variable pay is linked to achieving mutually agreed goals from year to year		
5. CTC components shall be restructured once the reimbursement options opted		

[Signature]
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
College Code: 282

Annexure - 2

At the time of joining Cloud Analogy Softech Pvt Ltd the following documents and information must be made available to us.

List of documents that need to be submitted:

Sl.No	Documents
1	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
2	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with mark sheets.
3	Your latest salary slip or salary certificate*
4	Experience proof - Relieving letter from previous employers (if previously employed)* The relieving letter or resignation acceptance needs to be submitted in original
5	Service certificate from previous Employer
6	Form 16 or Taxable income statement duly certified by the previous employer (The statement showing the deductions and Taxable income with the break up) till the last date of your employment with them along with PAN number if available.
7	4 Passport Size Photographs
8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume

Work Together, Progress Together

- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- We will not be able to process your records unless you submit all the documents mentioned above.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - Ø DOB's of Father, Mother, Spouse, Child/ Children
 - Ø Educational details with the passing year
 - Ø Your past experience details with the exact years and role played to be mentioned.
 - Ø Blood Group
 - Ø 1 Passport size photograph of all your dependants
 - Ø Your PF, ESIC account number with previous (prior to joining us) employer
 - Ø Your PAN number
 - Ø Passport number, Place of issue, Date of issue, Validity: From & To date.

Chiranjeev
Mangalmani Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Regn No) A-788



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 21-Oct-2019
Name : Aditya Tyagi
Location : Uttar Pradesh,
Address : 363, Indra Vihar, Ghaziabad UP

Dear Adity,

Subject: Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refid/MDQ4Mjk5NmM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted

Mangalini Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Placed Students List-2020

S.No.	University Roll No.	Name	Contact No.	Ref. No./Mail id with Date	Company Name	Contact No.	Package	Offer Letter
1	1578640012	MUKUL VERMA	9871884110	Date: 10th April, 2020	Tosha International	9999337572	3.00 LPA	Offer Letter
2	1678640003	ASHUTOSH KUMAR	9794849088					
3	1678640008	KUMAR MANGLAM	8882996840	Date: 10th April, 2020	Tosha International	9999337572	3.00 LPA	Offer Letter
4	1678640009	MD RIZWAN ALAM	7563834277	Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
5	1678640012	MOHD. SHADAB	7088535643					
6	1678640013	PARVEEN YADAV	8800916004	Date: 28th Feb. 2020	Oppo Mobiles Ind. Pvt. Ltd.	(0124) 4737789	2.64 LPA	Offer Letter
7	1678640014	PRINCE KUMAR	8434350136	Date: 10th Sep. 2019	Vivo	011-41811944	2.40 LPA	Offer Letter
8	1678640016	SANDEEP KUMAR SINGH		Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
9	1678640018	SHIV PRATAP SINGH	9899982179	Date: 10th Sep. 2019	Vivo	011-41811944	2.40 LPA	Offer Letter
10	1678640019	SHOZAF RIZVI	9415576025					
11	1778640901	ABHISHEK BHATT	7042703783					
12	1778640903	RAHUL KUMAR RAI	9868449492	Date: 21 Oct. 2019	Extramarks	120-4175300	12.04 LPA	Offer Letter
13	1778640904	SHUBHAM SINGH	9811125685	Date: 10th April, 2020	Tosha International	9999337572	3.00 LPA	Offer Letter
14	1778640905	SIDDHARTH PAHARIYA	9509898039					
15	1778640906	UMESH KUMAR GOPE	7008906868	Date: 1st Oct. 2019	CapitalVia	080859 99333	3.06 LPA	Offer Letter
16	1778640907	VISHAL SINGH	7888759140	Date: 1st Oct. 2019	CapitalVia	080859 99333	3.06 LPA	Offer Letter



Private & Confidential

Date: 10/04/2020

OFFER LETTER

Dear Mukul Verma,

With reference to your discussions with us, we are pleased to extend an offer of retainer ship employment on the following terms.

1. Designation: G.E.T (Site Engineer)
2. Retainer ship During Probation: INR 18000/ Per Month.
3. Location: Jharkhand. You may need to relocate as per project requirement in PAN India.
4. Your D.O.J would be 15/07/2020. Change in DOJ would not be entertained.

As Per Our agreement With Tosha International, You will be on Probation for First Six Month. Post Successful Probation, based on your training and Performance Your CTC would be Three Lac Only.

Your Initial place of work will be at Jharkhand. You would be On Job training by Company. You need to bring Two Wheeler. Travelling allowances & Accommodation Cost will be borne by Company.

Please treat all the information shared with you in this offer with complete confidentiality. Any Official /unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions.

You have to report at our Head Office with the following documents along with originals:

Educational qualification certificates

- Two Wheeler is Must
- Latest 4 passport size photographs
- Identification proof (Aadhar Card/ Driving License Must)
- Date of birth proof (High School Certificate/ Aadhar Card/ Passport/ Voter ID card/PAN card)
- Address proof (Aadhar Card/ Passport/ Voter ID card/ Driving License)
- PAN card


Director
Mangalima Institute of Engineering & Technology
Greater Noida (UP)-201310
(College Code-786)



TOSHA INTERNATIONAL

Acknowledgment & Acceptance: You acknowledge that you are not subject to any contractual or legal restriction pursuant to an agreement with any prior employer which may prevent you from accepting the position as a Tosha International employee. Please read the agreements and feel free to review it with the counsel of your choice. If you are in agreement with the terms of this letter, please sign the duplicate copy of the letter as evidence of your acceptance and return it to us, failing which, the offer will be withdrawn.

Please feel free to contact us should you have any questions about this offer of employment. We look forward to working with you and will do all we can to ensure that the transition is smooth, and that our relationship is mutually beneficial.

Sincerely

For Vardhaman Recruiters RPO

Anoop Sabharwal
Authorized Signatory

Agreed and Accepted:

I have read and agree with the terms stated in this agreement, which supersedes and replaces all prior negotiations or agreements, whether written or oral. This agreement reflects the full and complete agreement between me and VR & Tosha International. On the subjects contained and referenced herein, My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, and constitutes an acceptance of this offer of employment.

Vardhaman Recruiters RPO, A-244/1 Harinagar, New Delhi-110064
Phone: 9999337572, 9211001702 Email: hrd@vardhamanrecruiters.com

me
Director
Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



TOSHA INTERNATIONAL

Private & Confidential

Date: 10/04/2020

OFFER LETTER

Dear Kumar Manglam,

With reference to your discussions with us, we are pleased to extend an offer of retainer ship employment on the following terms.

1. Designation: G.E.T (Site Engineer)
2. Retainer ship During Probation: INR 18000/ Per Month.
3. Location: Jharkhand. You may need to relocate as per project requirement in PAN India.
4. Your D.O.J would be 15/07/2020. Change in DOJ would not be entertained.

As Per Our agreement With Tosha International, You will be on Probation for First Six Month. Post Successful Probation, based on your training and Performance Your CTC would be Three Lac Only.

Your initial place of work will be at Jharkhand. You would be On Job training by Company. You need to bring Two Wheeler. Travelling allowances & Accommodation Cost will be borne by Company.

Please treat all the information shared with you in this offer with complete confidentiality. Any Official /unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions.

You have to report at our Head Office with the following documents along with originals:

Educational qualification certificates

- Two Wheeler is Must
- Latest 4 passport size photographs
- Identification proof (Aadhar Card/ Driving License Must)
- Date of birth proof (High School Certificate/ Aadhar Card/ Passport/ Voter ID card/PAN card)
- Address proof (Aadhar Card/ Passport/ Voter ID card/ Driving License)
- PAN card

[Signature]
Manglam Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)



TOSHA INTERNATIONAL

Acknowledgment & Acceptance: You acknowledge that you are not subject to any contractual or legal restriction pursuant to an agreement with any prior employer which may prevent you from accepting the position as a Tosha International employee. Please read the agreements and feel free to review it with the counsel of your choice. If you are in agreement with the terms of this letter, please sign the duplicate copy of the letter as evidence of your acceptance and return it to us, failing which, the offer will be withdrawn.

Please feel free to contact us should you have any questions about this offer of employment. We look forward to working with you and will do all we can to ensure that the transition is smooth, and that our relationship is mutually beneficial.

Sincerely,

For Vardhaman Recruiters RPO

Anoop Salunkhe
Authorized Signatory

Agreed and Accepted:

I have read and agree with the terms stated in this agreement, which supersedes and replaces all prior negotiations or agreements, whether written or oral. This agreement reflects the full and complete agreement between me and VR & Tosha International. On the subjects contained and referenced herein. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, and constitutes an acceptance of this offer of employment.

Vardhaman Recruiters RPO, A-244/1 Harinagar, New Delhi-110064
Phone: 9999337572, 9211001702 Email: hrd@vardhamanrecruiters.com

cuw
Graduate Engineer & Technology
GATEWAY TO U.P. 201310
(Call: 7047 786)



Extramarks Education India Private Limited

D-180, Sector-83, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 21-Oct-2019
Name : Md. Rizwan Alam
Location : Uttar Pradesh,
Address : Post-Khoksa, Dist-Purniya, Bihar

Dear Rizwan,

Subject: Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MDQ4Mjk5NjM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

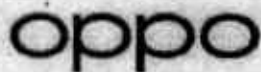
Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted _____

Mamta Priya, B.Tech in Engineering & Technology
GGS Indraprastha (U.P.)-201310
College Code: 788



Date: 28-Feb-2020

To,

PARVEEN YADAV,
7/537 JWALA NAGAR, SHAHDARA
DELHI
DELHI

Subject: Offer Letter

Dear PARVEEN YADAV,

With reference to your application for suitable position in our company and subsequent interview, we are pleased to offer you for the position of **GRADUATE ENGINEER TRAINEE** in **PRODUCT ENGINEERING DEPARTMENT** with **OPPO Mobiles India Private Limited**. Your annual CTC is **Rs. 254300/- (Rupees Two Lakh Sixty Four thousand Three hundred Only)**. Breakup of your CTC is attached as per Annexure I. We are all excited about the potential that you will bring to our organization.

As we discussed during your interview, for joining you will have to report to our Greater Noida factory, Industrial Plot No-1, Ecotech-VII, Greater Noida (Kasna), Uttar Pradesh-201308 at 8:30 AM.

As discussed your date of joining will be 03-Mar-20. At the time of joining, you are requested to submit the various documents as per the attached Annexure II.

This offer for appointment cum recruitment is subject to the clearing/passing of all your examinations, degree, course/diploma etc of your curriculum. The company has the unrestricted right to terminate your appointment cum recruitment with immediate effect in case otherwise.

You are requested to get a medical test that will be arranged by the company before your joining, if the medical test result does not follow company standard, your offer will be cancelled.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion into national and international markets. Your detailed appointment letter will be issued to you at the time of your joining.

Yours truly,

For **OPPO Mobiles India Private Limited**,



I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Signature of the Candidate..... Date.....

OPPO Mobiles India Private Limited
Industrial Plot No-1, Ecotech-VII, Greater Noida, Kasna, G.B. Nagar, U.P.-201308

Management Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code: 789)

Annexure I

Name : PARVEEN YADAV
 Designation : GRADUATE ENGINEER TRAINEE
 Department : PRODUCT ENGINEERING DEPARTMENT
 Location : Greater Noida

Components	Offer(Monthly)	Offer(Annual)
(1) Fixed portion		
Basic Salary	12000	144000
House Rent Allowance	6000	72000
Special Allowance	0	0
Sub Total (Per Annum)	18000	216000
(2) Other Benefits:		
Provident Fund (Company Contribution)	1440	17280
ESIC (Company Contribution)	585	7020
Attendance Allowance(On 100% Attendance)	2000	24000
Performance Incentive	0	0
Sub Total	4025	48300
Annual Cost to Company (1) +(2)	22025	264300
Net Take Home Salary Prior to Tax	18425	221100

Please note that the deduction of PF and ESIC will be done as per Law. Gratuity will be paid as per Gratuity Act.

Note:-

- 1) Attendance Allowance will be paid as per attendance policy.
- 2) Night Allowance will be given by Rs.50/ per night.
- 3) Performance Incentive will be based/calculated on monthly performance.

For OPPO Mobiles India Private Limited

Authorized Signatory
 Human Resources

Employee Signature

OPPO Mobiles India Private Limited
 Industrial Plot No-1, Ecotech-VII, Greater Noida, Kasna, G.B. Nagar, U.P-201306

[Signature]
 Mangalvanshi Institute of Engineering & Technology
 Greater Noida (U.P.)-201310
 (College Code-786)

OFFER LETTER

Private & Confidential

Date: 10-September-2019

Mr: Prince Kumar

Dear **PRINCE**

With reference to your interview and subsequent discussions, we are pleased to offer you the position of MGMI TRAINEE SALES WEST in Haicheng vivo mobile (INDIA) Pvt Ltd. On the terms and conditions mutually discussed and agreed upon. Your joining date will be 12th Sep -19 after that this offer will not be valid.

Your in hand salary will be 20,00,0/- per month (Subject to Income tax deduction).

On the day of your joining you are required to submit below mentioned documents:

- Signed copy of your offer letter.
- All certificates and mark sheets of your qualification.
- Officer/appointment letter/2 month's salary slips from previous company.
- Address/ID proof (Voter ID, DL, PAN card, Aadhar card, Passport).
- 04 passport size photographs.
- Bank Account details cancelled cheque.

It is considered that the information provided by you at the time of interview/discussions and in your resume copy submitted with us, are true and subject to background verification and subsequent measures (As per company policy), appropriate action will be taken, if found mismatched or untrue.

Please sign duplicate copy of this offer letter as token of your acceptance of the above term and conditions. We are wishing you a successful and long association with HAICHENG vivo MOBILE (INDIA) PVT LTD.



Cue
Greater Noida Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Extramarks Education India Private Limited

D-160, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 21-Oct-2019
Name : Sandeep Kumar
Location : Uttar Pradesh,
Address : Sec. 124, Greater Noida, UP

Dear Sandeep,

Subject: Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refid/MDQ4Mjk5NjM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted

Mangal Singh
Greater Noida (U.P.)-201310
(College Code-708)

OFFER LETTER

Private & Confidential

Date: 10-September-2019

Mr: Shiv Pratap

Dear Shiv

With reference to your interview and subsequent discussions, we are pleased to offer you the position of MGMI TRAINEE SALES WEST in Haicheng vivo mobile (INDIA) Pvt Ltd. On the terms and conditions mutually discussed and agreed upon. Your joining date will be 12th Sep-19 after that this offer will not be valid.

Your in hand salary will be 20,00,0/- per month (Subject to Income tax deduction).

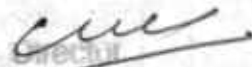
On the day of your joining you are required to submit below mentioned documents:

- Signed copy of your offer letter.
- All certificates and mark sheets of your qualification.
- Officer/appointment letter/2 month's salary slips from previous company.
- Address/ID proof (Voter ID, DL, PAN card, Aadhar card, Passport).
- 04 passport size photographs.
- Bank Account details cancelled cheque.

It is considered that the information provided by you at the time of interview/discussions and in your resume copy submitted with us, are true and subject to background verification and subsequent measures (As per company policy), appropriate action will be taken, if found mismatched or untrue.

Please sign duplicate copy of this offer letter as token of your acceptance of the above term and conditions. We are wishing you a successful and long association with HAICHENG vivo MOBILE (INDIA) PVT LTD.

Haicheng vivo Mobile (INDIA) Pvt. Ltd.
Authorized Signatures


Mangaldeep Singh of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 21-Oct-2019
Name : Rahul Kumar Rai
Address : H.No. - 1127, Mangolpuri, Delhi.

Dear Rahul,

Subject: Offer letter of employment as Business Development Executive.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of Business Development Executive. Your total cost to company (CTC) will be 12.4 LPA (fixed + Variable) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than 1-Nov-2019, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last pay slip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MDQ4Mlk5NjM=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 1-Nov-2019.

Accepted

Extramarks Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)



Private & Confidential

Date: 10/04/2020

OFFER LETTER

Dear Shubham Singh,

With reference to your discussions with us, we are pleased to extend an offer of retainer ship employment on the following terms.

1. Designation: G.E.T (Site Engineer)
2. Retainer ship During Probation: INR 18000/ Per Month.
3. Location: Jharkhand. You may need to relocate as per project requirement in PAN India.
4. Your D.O.J would be 15/07/2020. Change in DOJ would not be entertained.

As Per Our agreement With Tosha International, You will be on Probation for First Six Month. Post Successful Probation, based on your training and Performance Your CTC would be Three Lac Only.

Your initial place of work will be at Jharkhand. You would be On Job training by Company. You need to bring Two Wheeler. Travelling allowances & Accommodation Cost will be borne by Company.

Please treat all the information shared with you in this offer with complete confidentiality. Any Official /unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions.

You have to report at our Head Office with the following documents along with originals:

Educational qualification certificates

- Two Wheeler Is Must
- Latest 4 passport size photographs
- Identification proof (Aadhar Card/ Driving License Must)
- Date of birth proof (High School Certificate/ Aadhar Card/ Passport/ Voter ID card/PAN card)
- Address proof (Aadhar Card/ Passport/ Voter ID card/ Driving License)
- PAN card

Management Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Date: 1st October '19

Letter of Intent

Dear Umesh Kumar Gope,

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

1. Your compensation on a cost to company basis will be **Rs.306,040** (Details of which you can find below).

Client Acquisition Manager		
Grade: E1	Level: Junior Executive	Band: B2
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		180,000
HRA		60,320
Performance Allowance		27,480
Statutory Bonus		7,000
Gross Salary		2,74,800
Employer's Contribution for PF		21,600
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		8,640
CTC		3,06,040

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
 - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
 - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
 - The notice period applicable to you would be **1 Month**.
2. This appointment will be subject to you being found medically fit.
 3. This appointment stands valid subject to your provided information about yourself, work ex, Marks & qualifications.
 4. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 5. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

Career
 Ministry of Engineering & Technology
 Greater Noida (U.P.)-201310
 (College Code-786)

6. Organization is also providing food facility at the office which includes breakfast and lunch on all working days. The total cost of the facility is Rs 3000 out of which Rs 1800 is paid by employee and Rs 1200 is paid by the employer. This is a mandatory benefit for all employees.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **1st Oct 2019**, henceforth, the offer will be forfeited.

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

Regards,

Gaurav Garg
Head - HR
CapitalVia Global Research Limited

Cue
Director
Institute of Engineering & Technology
Gurgaon (U.P.T-201310)
(College Code-788)

Date: 1st October '19

Letter of Intent

Dear Vishal Singh,

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

1. Your compensation on a cost to company basis will be **Rs.306,040** (Details of which you can find below).

Client Acquisition Manager		
Grade: E1	Level: Junior Executive	Band: B2
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		180,000
HRA		60,320
Performance Allowance		27,480
Statutory Bonus		7,000
Gross Salary		2,74,800
Employer's Contribution for PF		21,600
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		8,640
CTC		3,06,040

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
 - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
 - The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.
 - The notice period applicable to you would be **1 Month**.
2. This appointment will be subject to you being found medically fit.
 3. This appointment stands valid subject to your provided Information about yourself, work ex, Marks & qualifications.
 4. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 5. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

[Signature]

Manipal Institute of Engineering & Technology
Bengaluru (U.P.)-201310
College No. 186

6. Organization is also providing food facility at the office which includes breakfast and lunch on all working days. The total cost of the facility is Rs 3000 out of which Rs 1800 is paid by employee and Rs 1200 is paid by the employer. This is a mandatory benefit for all employees.
7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **1st Oct 2019**, henceforth, the offer will be forfeited.

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

Regards,

Gaurav Garg
Head - HR
CapitalVia Global Research Limited

[Signature]
Director
Mangalika Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Placed Students List-2020

S.No.	University Roll No.	Name	Contact No.	Ref. No./Mail id with Date	Company Name	Contact No.	Package	Offer Letter
1	1678631001	AMIT KUMAR VERMA	9911442222	Date: 13th January, 2020	HashStudioz	093543 14601	3.00 LPA	Offer Letter
2	1678631004	KARTIYA KUMAR	9835086386	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
3	1678631006	MOHD RAFIQ						
4	1678631009	PRİYOTOSH GUHAIT		Date: 5th March, 2020	Cloud Analogy	911204147360	3.50 LPA	Offer Letter
5	1678631012	SALONI SAMANT		Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter
6	1778631901	KAPIL AGNIHOTRI	9560782545					
7	1778631902	KRISHNA BAIGA	8965892629					
8	1778631903	NAVEEN SHARMA	7503334247	Date: 13th January, 2020	HashStudioz	093543 14601	3.00 LPA	Offer Letter
9	1778631904	VARSHA	8527887032	Date: 8th October 2019	Ksolve	0120 416 3248	3.00 LPA	Offer Letter

Cur
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

OFFER LETTER


Name of the Candidate: Amit Verma
Place of Joining: Noida

Joining Date: 13th January 2020

Dear Amit,

With reference to your interview you had with us, we are pleased to offer you the position of "Associate Software Engineer" in HashStudioz Technologies Pvt Ltd. (hereinafter referred to as "HashStudioz" or "Company") on the following terms and conditions:

1. You will be given a salary of Rs. 3 Lakh Per Annum starting from the day of joining.
Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.
2. Working days will be Five days a week. This is subject to any change that may come into force in future.
3. When you are joining as an "Associate Software Engineer" you will be on probation period for 6 months. During this period, if the Company finds your is not satisfied, then your service will be terminated with immediate effect.
4. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/undertakings/agreements as may be required by HashStudioz from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in HashStudioz or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by HashStudioz, shall be the property of HashStudioz. You shall treat the above information or data in connection with any work done in HashStudioz in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
6. All information, papers, correspondence, etc., pertaining to HashStudioz business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.
7. Relocation / Transfer: Transfer to a different function or department or location within HashStudioz can be requested or applied for by an employee only if such an opportunity is available and employee has completed minimum 2 years of service with HashStudioz. The decision on such a matter is at the sole discretion of the Company.
8. During your tenure with HashStudioz, you may be transferred to any of the Offices/Departments/Units of HashStudioz or of associate concerns whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/subsidiary/group concern outside India by HashStudioz, you shall be treated as having bound yourself to serve HashStudioz for the deputation period, and for the stipulated period, thereafter, if any, and the same shall be treated as the contract period vis-a-vis this contract of service.


HashStudioz Technologies Pvt Ltd
Greater Noida (U.P.)-201310
(College Code-786)

9. During your tenure with HashStudioz, you will be governed by the Service Rules and regulations of HashStudioz currently in force or as introduced/awarded from time to time.

10. Either party can terminate this employment by serving a notice on the other party. Employee is required to serve a compulsory notice of 60 days whereas Company shall serve a notice of 30 days.

11. During notice period, if the employee's attitude is found unacceptable, Company reserves the right to terminate the employment immediately without any notice period and Company shall not be liable to compensate the employee for notice period in any manner.

12. Company has rights to hold employee's salary during notice period, based on the performance feedback from the concerned engineering manager.

13. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with HashStudioz shall stand terminated/cancelled without any notice.

14. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than your curriculum.

15. There will be a performance assessment in every financial year. Employee must have completed at-least 6 months in HashStudioz to become eligible for performance assessment. Based on assessment, the compensation will be revised.

16. You have to sign a 2-year service agreement that will be applicable from your date of joining.

17. Your email acceptance of this offer is expected within 5 days from the date of releasing the offer letter. This offer shall become void after completion of 5 days in-case no acceptance is received from the candidate. On the day of your joining, please bring photocopies of the following:

- Age Proof
- Pan Card
- Address Proof
- Colour photographs, passport size.
- Payslip of last 3 months from the previous employer (If Applicable)
- Latest offer letter from the previous employer (If Applicable)
- Experience letter from all previous employers (If Applicable)
- All mark-sheets & Degree certificates (for Engineer Trainee & Intern position)

Wishing you a rewarding career with HashStudioz and welcoming you to our Pursuit of Excellence.

Yours sincerely,
For HashStudioz Technologies Pvt Ltd.
Garima Agnihotri
Senior HR Manager



HashStudioz Technologies Pvt Ltd.
Engineering & Technology
GATEWAY CAMPUS
P.O. Box 1201310
(College Code-786)

Date: 8th October, 2019

Offer Letter

Dear Mr. Kartikya Kumar,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of internship, you will earn 12 days for the first year and 18 days from second year onwards.

Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/- to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India


Mangaldeep Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Confidential information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

Very truly yours,



Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept Internship with the Company on the terms and conditions set out in this letter.

Karishma Name Karishma Signature _____ Date _____

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)
Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India

Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Date: 5 March 2020

Dear Priyotosh Guchait,

We are delighted to share the Letter of Intent to you at the position of **Salesforce Developer**. Your total CTC will be **Rs 3.5 Lakh per annum** (Three Lakh Fifty Thousand Rupees Only). You will be under training period of **6 months** with monthly stipend amount of **Rs 15000**.

You will be under a **2 year Bond**, in case you Breach the Bond Agreement then you are liable to pay **Rs 2,00,000** along with other benefits. The hard copy of the Bond Agreement will be given to you once you join the company.

Our total rewards package is a combination of different types of:

- Compensation related benefits
- Work/Life benefits & discounts
- Vacation and time-off policies

Apart from this, you are entitled for several insurance benefits as per your career stage in **Cloud Analogy Softech Pvt. Ltd.**

Post joining, your location of work will be **Noida**.

The details of the terms and conditions of the offer of employment will be shared with you on your date of joining.

Please find attachment of :

- 1) Your detailed annual and monthly compensation structure with **Cloud Analogy Softech Pvt Ltd.**
- 2) The list of documents you need to furnish on or before joining **Cloud Analogy Softech Pvt Ltd.**

Kindly confirm your acceptance of this offer and your date of joining by **6 th March 2022**

Failure of confirmation of acceptance of this offer on your part by **6th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR

Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Work Together, Progress Together



Annexure 1

Compensation Break-down		
Employee Name	Mr.Priyatosh Guchait	
Designation	Salesforce Developer	
Grade	-	
Department	Professional Services	
Cost to Company	Rs.3,50,000/-	
Components	PM	PA
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
Fixed Component	26167	314000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27367	328400
Total CTC	29167	350000
Notes :		
1. Income tax and other statutory deductions as applicable		
2. Gratuity shall be paid as per the prevalling act		
3. Medical Insurance premium will be deducted as per declaration (Actual Premium)		
4. **Variable pay is linked to achieving mutually agreed goals from year to year		
5. CTC components shall be restructured once the reimbursement options opted		

[Signature]
Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)



Annexure - 2

At the time of joining **Cloud Analogy Softech Pvt Ltd** the following documents and information must be made available to us.

List of documents that need to be submitted:

Sl No	Documents
1	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
2	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with mark sheets.
3	Your latest salary slip or salary certificate*
4	Experience proof - Relieving letter from previous employers (if previously employed)* The relieving letter or resignation acceptance needs to be submitted in original
5	Service certificate from previous Employer
6	Form 16 or Taxable income statement duly certified by the previous employer (The statement showing the deductions and Taxable income with the break up) till the last date of your employment with them along with PAN number if available.
7	4 Passport Size Photographs
8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume

Work Together, Progress Together



- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- We will not be able to process your records unless you submit all the documents mentioned above.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - Ø DOB's of Father, Mother, Spouse, Child/ Children
 - Ø Educational details with the passing year
 - Ø Your past experience details with the exact years and role played to be mentioned.
 - Ø Blood Group
 - Ø 1 Passport-size photograph of all your dependants
 - Ø Your PF, ESIC account number with previous (prior to joining us) employer
 - Ø Your PAN number
 - Ø Passport number, Place of issue, Date of issue, Validity: From & To date.

Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Date: 8th October, 2019

Offer Letter

Dear Ms. Saloni Samant,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of internship, you will earn 12 days for the first year and 18 days from second year onwards.

Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new Joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/- to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

**Corporate Office : B-4 Third Floor, Sector 63,
Noida - 201301, Uttar Pradesh, India**

Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

Confidential information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.


Very truly yours,



Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

Saloni Name Saloni Signature _____ Date _____


Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-788)

OFFER LETTER

Name of the Candidate: Naveen Sharma

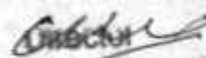
Place of Joining: Noida

Joining Date: 13th January 2020

Dear Naveen,

With reference to your interview you had with us, we are pleased to offer you the position of "Associate Software Engineer" in HashStudioz Technologies Pvt Ltd. (hereinafter referred to as "HashStudioz" or "Company") on the following terms and conditions:

1. You will be given a salary of Rs. 3 Lakh Per Annum starting from the day of joining.
Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.
2. Working days will be Five days a week. This is subject to any change that may come into force in future.
3. When you are joining as an "Associate Software Engineer" you will be on probation period for 6 months. During this period, if the Company finds you are not satisfied, then your service will be terminated with immediate effect.
4. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other documents/undertakings/agreements as may be required by HashStudioz from time to time.
5. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in HashStudioz or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by HashStudioz, shall be the property of HashStudioz. You shall treat the above information or data in connection with any work done in HashStudioz in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.
6. All information, papers, correspondence, etc., pertaining to HashStudioz business activities, commercial, technical or otherwise coming into your possession in the course of your employment shall be treated strictly confidential.
7. Relocation / Transfer: Transfer to a different function or department or location within HashStudioz can be requested or applied for by an employee only if such an opportunity is available and employee has completed minimum 2 years of service with HashStudioz. The decision on such a matter is at the sole discretion of the Company.
8. During your tenure with HashStudioz, you may be transferred to any of the Offices/Departments/Units of HashStudioz or of associate concerns whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/subsidiary/group concern outside India by HashStudioz, you shall be treated as having bound yourself to serve HashStudioz for the deputation period, and for the stipulated period, thereafter, if any, and the same shall be treated as the contract period vis-a-vis this contract of service.


Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



9. During your tenure with HashStudioz, you will be governed by the Service Rules and regulations of HashStudioz currently in force or as introduced/awarded from time to time.

10. Either party can terminate this employment by serving a notice on the other party. Employee is required to serve a compulsory notice of 60 days whereas Company shall serve a notice of 30 days.

11. During notice period, if the employee's attitude is found unacceptable, Company reserves the right to terminate the employment immediately without any notice period and Company shall not be liable to compensate the employee for notice period in any manner.

12. Company has rights to hold employee's salary during notice period, based on the performance feedback from the concerned engineering manager.

13. You have been enrolled on the presumption that the particulars furnished by you are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with HashStudioz shall stand terminated/cancelled without any notice.

14. You will diligently carry out, to the best of your ability all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation other than your curriculum.

15. There will be a performance assessment in every financial year. Employee must have completed at-least 6 months in HashStudioz to become eligible for performance assessment. Based on assessment, the compensation will be revised.

16. You have to sign a 2-year service agreement that will be applicable from your date of joining.

17. Your email acceptance of this offer is expected within 5 days from the date of releasing the offer letter. This offer shall become void after completion of 5 days in-case no acceptance is received from the candidate. On the day of your joining, please bring photocopies of the following:

- Age Proof
- Pan Card
- Address Proof
- Colour photographs, passport size.
- Payslip of last 3 months from the previous employer (If Applicable)
- Latest offer letter from the previous employer (If Applicable)
- Experience letter from all previous employers (If Applicable)
- All mark-sheets & Degree certificates (for Engineer Trainee & Intern position)

Wishing you a rewarding career with HashStudioz and welcoming you to our Pursuit of Excellence.

Yours sincerely,
For HashStudioz Technologies Pvt Ltd.
Garima Agnihotri
Senior HR Manager

Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.) 201310
(College Code-786)

Date: 8th October, 2019

Offer Letter

Dear Ms. Varsha,

On behalf of Ksolves India Ltd., I am pleased to extend to you this offer of internship for development profile. If you accept this offer, you will begin your internship of twelve months with the Company on 10th October 2019. Your internship is expected to end on 30th June 2020.

Compensation: During internship, you would be given a stipend of Rs. 12,000 per month. Upon successful completion of internship, you will be offered a role with starting cost to company (CTC) of Rs. 3, 00,000 per year.

Job Location: Noida

Leaves: During internship you are not entitled for any earned leaves however in case of unavoidable circumstances; leave without pay (LOP) can be taken with concerned manager and HR's consent. Subsequent to completion of internship, you will earn 12 days for the first year and 18 days from second year onwards.


Employment offer: During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

Twenty-One month contract: Company as part of new joiner training would be incurring material amount of investments in form of but not limited to on-job training, classroom training, and hardware & software costs. In case employee resigns from his/her current job with Ksolves India Ltd. within 21 months (comprising of 9 months of internship and 12 months of employment); employee would be liable to pay Rs. 1,00,000/- to the Company as compensation of such costs.

Notice for contract termination: Company would be required to give 15 days' notice during internship period and two months' notice during employment for an early termination of the contract. Upon completion of stipulated contract period of 21 months (comprising of 9 months of internship and 12 months of employment), employee would be required to give two months' notice for resignation.

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India


Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

Confidential information: During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship and employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement by both sides.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

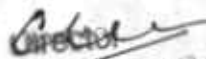
Very truly yours,



Akanksha Saini
Senior HR Manager @ Ksolves India Ltd.

I accept internship with the Company on the terms and conditions set out in this letter.

Varsha Name Varsha Signature 16 Oct 19 Date


Mangal Institute of Engineering & Technology
Greater Noida (U.P.) 201310
(College Code-788)

Ksolves India Limited (formerly known as Ksolves India Pvt Limited)

Corporate Office : B-4 Third Floor, Sector 63,
Noida -201301, Uttar Pradesh, India

Mangalmai Institute of Engineering & Technology
Greater Noida
Civil Engineering

Placed Students List-2020

S.No.	University Roll No.	Name	contact no.	Ref. No./Mail id with Date	Company Name	Contact No.	Package	Offer Letter
1	1678600001	ABHISHEK CHOUDHARY	8744096126	Date: 8th Jan. 2020	Aryama Soft	998103 89557	3.60 LPA	Offer Letter
2	1678600004	AMRIT KUMAR PANDEY		Date: 8th Jan. 2020	Aryama Soft	998103 89557	3.60 LPA	Offer Letter
3	1678600006	MD IMRAN ALAM						
4	1678600009	RAM SWARUP GUPTA	8874338388	Date: 10th April, 2020	Tosha International	9999337572	2.16 LPA	Offer Letter
5	1678600010	SOUNMYA SARKAR	9111686269	Date: 10th April, 2020	Tosha International	9999337572	2.16 LPA	Offer Letter
6	1678600093	MD SAJID HUSSAIN	9958332930	Date: 8th Jan. 2020	Aryama Soft	998103 89557	3.60 LPA	Offer Letter
7	1678600095	SAJID HUSSAIN						
8	1778600091	MOHD FATEH AZAM	9560765889					
9	1778600092	NAZISH ZAMAN	8287360170					
10	1778600093	NIKHILESH KUMAR	7897374088					
11	1778600095	SHAKIR HUSSAIN	7352543034	Date: 10th April, 2020	Tosha International	9999337572	2.16 LPA	Offer Letter

Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)

AS
ARYAMA SOFT

Date of Selection : 08/01/2020

Ref.No.Company Selection: MIET./2020

Candidate Name Abhishek Choudhary

Congratulation

Welcome aboard!!!

We welcome you as a part of Aryama Soft Services Pvt. Ltd. for accepting the following job offer.

Joining Date:- -August . 2020

Postion: Trainee Engineer in GIS Civil Survey

Training Period: Twelve months form the date of joining.

your Annual package will be Rs 2.4-3.6Lacs per annum.

You will be report to HR Department for completing other formalities such as:

- 1:- Educational Documents
- 2:- NOC from College/University
- 3:- Voter ID/Passport/Pancard as an ID proof.

Note:-

- 1: Probation Period will be twelve months.
- 2: Company have the right to change their policies accordingly

Authorised Signatory

HR Division
Aryama Soft Services Pvt Ltd

Aryama Soft Services Pvt Ltd off No. 66 IInd floor Palika Bazar Ghaziabad

Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Date of Selection : 08/01/2020

Ref.No.Company Selection: MIET./2020

Candidate Name Amrit kumar apndey

Congratulation

Welcome aboard!!!

We welcome you as a part of Aryama Soft Services Pvt. Ltd. for accepting the following job offer.

Joining Date:- -August, 2020

Postion: Trainee Engineer in GIS Civil Survey

Training Period: Twelve months form the date of joining.

your Annual package will be Rs 2.4-3.6Lacs per annum.

You will be report to HR Department for completing other formalities such as:

- 1:- Educational Documents
- 2:- NOC from College/University
- 3:- Voter ID/Passport/Pancard as an ID proof.

Note:-

- 1: Proboation Period will be twelve months.
- 2: Company have the right to change their policies accordingly

Authorised Signatory

HR Division
Ar yama Soft Services Pvt Ltd

Aryama Soft Services Pvt Ltd off No. 66 IInd floor Palika Bazar Ghazlabad

Signature
Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-TR6)



TOSHA INTERNATIONAL

Private & Confidential

Date: 10/04/2020

OFFER LETTER

Dear Ram Swaprup Gupta,

With reference to your discussions with us, we are pleased to extend an offer of retainer ship employment on the following terms.

1. Designation: G.E.T (Site Engineer)
2. Retainer ship: During Probation: INR 18000/ Per Month.
3. Location: Jharkhand. You may need to relocate as per project requirement in PAN India.
4. Your D.O.J would be 15/07/2020. Change in DOJ would not be entertained.

As Per Our agreement With Tosha International, You will be on Probation for First Six Month. Post Successful Probation, based on your training and Performance Your CTC would be Three Lac Only.

Your Initial place of work will be at Jharkhand. You would be On Job training by Company. You need to bring Two Wheeler. Travelling allowances & Accommodation Cost will be borne by Company.

Please treat all the information shared with you in this offer with complete confidentiality. Any Official /unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions.

You have to report at our Head Office with the following documents along with originals:

Educational qualification certificates

- Two Wheeler is Must
- Latest 4 passport size photographs
- Identification proof (Aadhar Card/ Driving License Must)
- Date of birth proof (High School Certificate/ Aadhar Card/ Passport/ Voter ID card/PAN card)
- Address proof (Aadhar Card/ Passport/ Voter ID card/ Driving License)
- PAN card

Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



**VARDHAMAN
RECRUITERS**



TOSHA INTERNATIONAL

Acknowledgment & Acceptance: You acknowledge that you are not subject to any contractual or legal restriction pursuant to an agreement with any prior employer which may prevent you from accepting the position as a Tosha International employee. Please read the agreements and feel free to review it with the counsel of your choice. If you are in agreement with the terms of this letter, please sign the duplicate copy of the letter as evidence of your acceptance and return it to us, failing which, the offer will be withdrawn.

Please feel free to contact us should you have any questions about this offer of employment. We look forward to working with you and will do all we can to ensure that the transition is smooth, and that our relationship is mutually beneficial.

Sincerely

For Vardhaman Recruiters RPO

Authorized Signatory
Authorized Signatory

Agreed and Accepted:

I have read and agree with the terms stated in this agreement, which supersedes and replaces all prior negotiations or agreements, whether written or oral. This agreement reflects the full and complete agreement between me and VR & Tosha International. On the subjects contained and referenced here. My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, and constitutes an acceptance of this offer of employment.

Vardhaman Recruiters RPO, A-244/1 Harinagar, New Delhi-110064
Phone: 9999337572, 9211001702 Email: hrd@vardhamanrecruiters.com

[Signature]
Director
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-785)



Private & Confidential

Date: 10/04/2020

OFFER LETTER

Dear Soumya Sarkar

With reference to your discussions with us, we are pleased to extend an offer of retainer ship employment on the following terms.

1. Designation: G.E.T (Site Engineer)
2. Retainer ship During Probation: INR 18000/ Per Month.
3. Location: Jharkhand. You may need to relocate as per project requirement in PAN India.
4. Your D.O.J would be 15/07/2020. Change in DOJ would not be entertained.

As Per Our agreement With Tosha International, You will be on Probation for First Six Month. Post Successful Probation, based on your training and Performance Your CTC would be Three Lac Only.

Your Initial place of work will be at Jharkhand. You would be On Job training by Company. You need to bring Two Wheeler. Travelling allowances & Accommodation Cost will be borne by Company.

Please treat all the information shared with you in this offer with complete confidentiality. Any Official /unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions.

You have to report at our Head Office with the following documents along with originals:

Educational qualification certificates

- Two Wheeler is Must
- Latest 4 passport size photographs
- Identification proof (Aadhar Card/ Driving License Must)
- Date of birth proof (High School Certificate/ Aadhar Card/ Passport/ Voter ID card/PAN card)
- Address proof (Aadhar Card/ Passport/ Voter ID card/ Driving License)
- PAN card


Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-786)



Acknowledgment & Acceptance: You acknowledge that you are not subject to any contractual or legal restriction pursuant to an agreement with any prior employer which may prevent you from accepting the position as a Tosha International employee. Please read the agreements and feel free to review it with the counsel of your choice. If you are in agreement with the terms of this letter, please sign the duplicate copy of the letter as evidence of your acceptance and return it to us, failing which, the offer will be withdrawn.

Please feel free to contact us should you have any questions about this offer of employment. We look forward to working with you and will do all we can to ensure that the transition is smooth, and that our relationship is mutually beneficial.

Sincerely

For Vardhaman Recruiters RPO

Anur Selafi
Authorized Signatory

Agreed and Accepted:

I have read and agree with the terms stated in this agreement, which supersedes and replaces all prior negotiations or agreements, whether written or oral. This agreement reflects the full and complete agreement between me and VR & Tosha International. On the subjects contained and referenced herein My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, and constitutes an acceptance of this offer of employment.

Vardhaman Recruiters RPO, A-244/1 Harinagar, New Delhi-110064
Phone: 9999337572, 9211001702 Email: hrd@vardhamanrecruiters.com

Director
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code: 386)



Date of Selection : 08/01/2020

Ref.No.Company Selection: MIET./2020

Candidate Name: Sajid Hussain

Congratulation

Welcome aboard!!!

We welcome you as a part of Aryama Soft Services Pvt. Ltd. for accepting the following job offer.

Joining Date:- August . 2020

Postion: Trainee Engineer in GIS Civil Survey

Training Period: Twelve months form the date of joining.

your Annual package will be Rs 2.4-3.6Lacs per annum.

You will be report to HR Department for completing other formalities such as:

- 1:- Educational Documents
- 2:- NOC from College/University
- 3:- Voter ID/Passport/Pancard as an ID proof.

Note:-

- 1: Proboation Period will be twelve months.
- 2: Company have the right to change their policies accordingly

Authorised Signatory

HR Division

Aryama Soft Services Pvt Ltd

Aryama Soft Services Pvt Ltd off No. 66 IInd floor Palika Bazar Ghaziabad

[Signature]
Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code: 788)



TOSHA INTERNATIONAL

Private & Confidential

Date: 10/04/2020

OFFER LETTER

Dear Sakir Hussain

With reference to your discussions with us, we are pleased to extend an offer of retainer ship employment on the following terms.

1. Designation: G.E.T (Site Engineer)
2. Retainer ship During Probation: INR 18000/ Per Month.
3. Location: Jharkhand. You may need to relocate as per project requirement in PAN India.
4. Your D.O.J would be 15/07/2020. Change in DOJ would not be entertained.

As Per Our agreement With Tosha International, You will be on Probation for First Six Month. Post Successful Probation, based on your training and Performance Your CTC would be Three Lac Only.

Your Initial place of work will be at Jharkhand. You would be On Job training by Company. You need to bring Two Wheeler. Travelling allowances & Accommodation Cost will be borne by Company.

Please treat all the information shared with you in this offer with complete confidentiality. Any Official /unofficial or unauthorized disclosure or usage of these details with any other company or person, will automatically lead to cancellation of your appointment without any further discussions.

You have to report at our Head Office with the following documents along with originals:

Educational qualification certificates

- Two Wheeler Is Must
- Latest 4 passport size photographs
- Identification proof (Aadhar Card/ Driving License Must)
- Date of birth proof (High School Certificate/ Aadhar Card/ Passport/ Voter ID card/PAN card)
- Address proof (Aadhar Card/ Passport/ Voter ID card/ Driving License)
- PAN card

Greater

Mangalmay Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code-785)



**VARDHAMAN
RECRUITERS**



TOSHA INTERNATIONAL

Acknowledgment & Acceptance: You acknowledge that you are not subject to any contractual or legal restriction pursuant to an agreement with any prior employer which may prevent you from accepting the position as a Tosha International employee. Please read the agreements and feel free to review it with the counsel of your choice. If you are in agreement with the terms of this letter, please sign the duplicate copy of the letter as evidence of your acceptance and return it to us, failing which, the offer will be withdrawn.

Please feel free to contact us should you have any questions about this offer of employment. We look forward to working with you and will do all we can to ensure that the transition is smooth, and that our relationship is mutually beneficial.

Sincerely

For Vardhaman Recruiters
VARDHAMAN RECRUITERS RPO
Anand Sabti
Authorized Signatory

Agreed and Accepted:

I have read and agree with the terms stated in this agreement, which supersedes and replaces all prior negotiations or agreements, whether written or oral. This agreement reflects the full and complete agreement between me and VR & Tosha International. On the subjects contained and referenced hereof, My signature below constitutes a full and complete understanding of the terms and conditions contained in this agreement, and constitutes an acceptance of this offer of employment.

Vardhaman Recruiters RPO, A-244/1 Harinagar, New Delhi-110064
Phone: 9999337572, 9211001702 Email: hrd@vardhamanrecruiters.com

Signature
Mangalmai Institute of Engineering & Technology
Greater Noida (U.P.)-201310
(College Code 786)