



**List of Placed Students B.Tech, Batch-2021-22**

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	2021-22	Abhishek Kumar Roy 9899983095	B. Tech-CSE	Cloud Analogy 91-120-4147360	3.50 LPA
2	2021-22	Abhishek Mishra 7007344135	B. Tech-CSE	HashStudios 093543 14601	3.60 LPA
3	2021-22	Aditya Raj Singh 6206109846	B. Tech-CSE	Cloud Analogy 91-120-4147360	3.50 LPA
4	2021-22	Ajit Kumar Maurya 9910592454	B. Tech-CSE	SDAD 089299 31601	3.40 LPA
5	2021-22	Akash Trivedi 9540754171	B. Tech-CSE	FCI 0120-4787000	3.24 LPA
6	2021-22	Anjali Sharma 7302039058	B. Tech-CSE	HCL Technologies 0120 430 6000	4.25 LPA
7	2021-22	Anklt Kumar 7632955164	B. Tech-CSE	Career Choice 360 9708023204	3.86 LPA
8	2021-22	Arunoday Kesharwani 7024452923	B. Tech-CSE	HCL Technologies 0120 430 6000	4.25 LPA
9	2021-22	Bedant Kumar Dubey 9990649610	B. Tech-CSE	Intense Technologies 91 40 44558585	2.21 LPA
10	2021-22	Dharanjay Kumar 9024871996	B. Tech-CSE	Cloud Analogy 91-120-4147360	3.50 LPA
11	2021-22	Divyanshi Sharma 7351756600	B. Tech-CSE	GingerWeb 0120 416 1515	1.80 LPA
12	2021-22	Jawed Afroz 8709375673	B. Tech-CSE	Mobileum 91 22 40406000	9.00 LPA
13	2021-22	Kunal Jaiswal 9811794247	B. Tech-CSE	Aloha Technology 093116 39025	3.00 LAP
14	2021-22	Md Abid Raza 6202974658	B. Tech-CSE	Cloud Analogy 91-120-4147360	3.50 LPA
15	2021-22	Md Adil 7320865123	B. Tech-CSE	Ucertify 0120 454 0091	3.68 LPA
16	2021-22	Md Ishteyaque Ahmad 8076873204	B. Tech-CSE	HashStudios 093543 14601	3.60 LPA
17	2021-22	Md Mazid Azmi 9199932295	B. Tech-CSE	Intense Technologies 91 40 44558585	2.21 LPA
18	2021-22	Mohit 7838185411	B. Tech-CSE	SDAD 089299 31601	3.40 LPA
19	2021-22	Mohit Pratap Singh 7906318239	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
20	2021-22	Mohmmad Anas Ahmad 9627646023	B. Tech-CSE	Hitachi Systems Pvt. Ltd. 91-42-180000	1.80 LPA
21	2021-22	Mujib Khan 9667707344	B. Tech-CSE	Intense Technologies 91 40 44558585	2.21 LPA
22	2021-22	Nandini Rohatgi 9627854732	B. Tech-CSE	Appinventiv 120-4174793	4.20 LPA
23	2021-22	Neeket Singh 7838504948	B. Tech-CSE	SDAD 089299 31601	3.40 LPA
24	2021-22	Nikhil Madaan 8802886888	B. Tech-CSE	Credex 040 8703 6930	5.00 LPA
25	2021-22	Prabal Sikarwar 9897402062	B. Tech-CSE	FCI CCM 0120-4787000	3.24 LPA
26	2021-22	Prashant Kumar 6205693131	B. Tech-CSE	Vedalytics Software Solutions 91-11-23739579	3.60 LPA
27	2021-22	Rahul Pratyush 9899426474	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
28	2021-22	Rahul Ranjan 7352433114	B. Tech-CSE	Gingerwebs 0120 416 1515	3.60 LPA
29	2021-22	Rakesh Kumar Yadav 9648556889	B. Tech-CSE	SDAD 089299 31601	3.40 LPA
30	2021-22	Ramit Dhiman 9312857333	B. Tech-CSE	Wipro 0120 389 3500	3.50 LPA
31	2021-22	Rohit Kumar 9667369807	B. Tech-CSE	Ucertify 0120 454 0091	3.68 LPA
32	2021-22	S Arshil Aziz 9431399748	B. Tech-CSE	Kellton Tech 124-4698949	4.00 LPA
33	2021-22	Saddam Hussain 9971392230	B. Tech-CSE	Intense Technologies 91 40 44558585	2.21 LPA
34	2021-22	Sarthak Mishra 9811004275	B. Tech-CSE	GingerWeb 0120 416 1515	3.60 LPA
35	2021-22	Km. Shalini Singh 8840060655	B. Tech-CSE	Maple Labs 91-80-46661600	4.75 LPA
36	2021-22	Shivam Chauhan 9999191656	B. Tech-CSE	Centilytics 03029 245 045	3.06 LPA
37	2021-22	Tandrima Goswami 9560122885	B. Tech-CSE	HCL Technologies 0120 430 6000	4.25 LPA
38	2021-22	Umang Kumar 8130908412	B. Tech-CSE	Credex 040 8703 6930	5.00 LPA
39	2021-22	Vishal Kumar 7677819449	B. Tech-CSE	Intense Technologies 91 40 44558585	2.21 LPA
40	2021-22	Yogesh Singh 9015882814	B. Tech-CSE	Thinksys 0120 456 2034	5.00 LPA
41	2021-22	Yusuf Khan 9990324361	B. Tech-CSE	GingerWeb 0120 416 1515	3.60 LPA
42	2021-22	Prakash Mehta 8851354586	B. Tech-CSE	I Source Technolies Pvt. Ltd. 011-40366814	3.60 LPA
43	2021-22	Priya Sharma 9065514829	B. Tech-CSE	HashStudios 093543 14601	3.60 LPA
44	2021-22	Roshan Kumar 8527152781	B. Tech-CSE	Quarks Technosoft 9015652626	1.44 LPA
45	2021-22	Saurav Sharma 9911590051	B. Tech-CSE	Ksolve 0120 416 3248	3.00 LPA
46	2021-22	Nisha Bisht 8920273275	B. Tech-CSE	Wipro 0120 389 3500	3.10 LPA
47	2021-22	Ujjwal 9430665814	B. Tech-CSE	Centilytics 03029 245 045	3.06 LPA
48	2021-22	Ayush Saxena 8586897631	B. Tech-EC	Hexaware 91 2267919595	4.00 LPA
49	2021-22	Amitesh Kumar 7903793528	B. Tech-EC	Infosys 0124 400 4356	3.60 LPA
50	2021-22	Anurag Maurya 9810556635	B. Tech-EC	Ksolve 0120 416 3248	3.00 LPA
51	2021-22	Garima Singh 9873235283	B. Tech-EC	Cloud Analogy 91-120-4147360	3.50 LPA
52	2021-22	Keshaw Kumar Singh 7091379110	B. Tech-EC	ANR Software (0120) 4278329	2.53 LPA
53	2021-22	Kuldeep Singh 9792508222	B. Tech-EC	SDAD 089299 31601	3.40 LPA
54	2021-22	Monalisa Kapri 9911008011	B. Tech-EC	Ksolve 0120 416 3248	3.00 LPA
55	2021-22	Pitam Kumar Dey 7004392370	B. Tech-EC	Cloud Analogy 91-120-4147360	3.00 LPA

  
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55	2021-22	Rajeev Ranjan 7791838690	B. Tech-EC	GingerWeb 0120 416 1515	3.60 LPA
57	2021-22	Amit Singh 7881158229	B. Tech-ME	VIVO 1800-208-3388	2.76 LPA
58	2021-22	Atul Kumar 8800612680	B. Tech-ME	VIVO 1800-208-3388	2.76 LPA
59	2021-22	Ganesh Yadav 9899848908	B. Tech-ME	Trabs International 1860 266 0099	2.28 LPA
60	2021-22	Hitesh Kumar 6395798802	B. Tech-ME	Trabs International 1860 266 0099	2.28 LPA
61	2021-22	Modassar Raza 7654812123	B. Tech-ME	Oppo Mobiles 120 - 6108888	2.64 LPA
62	2021-22	Simran Gaur 9582879815	B. Tech-ME	Hiching Vivo 011 40612747	2.76 LPA
63	2021-22	Vidit Malhotra 9205536359	B. Tech-ME	Extramarks 91-120-4175300	8.00 LPA
64	2021-22	Udit Sharma 7982201448	B. Tech-ME	Trabs international 1860 266 0099	2.28 LPA
65	2021-22	Alok Kumar Singh 7084983862	B. Tech-CE	Chaitanya projects consultancy pvt Ltd. 120-4120472	2.67 LPA
66	2021-22	Harshit Chaudhary 8449564970	B. Tech-CE	Chaitanya projects consultancy pvt Ltd. 120-4120472	2.67 LPA
67	2021-22	Narendra Thakur 9451408219	B. Tech-CE	Learning routes 91-9646447750	5.19 LPA
68	2021-22	Prateek Sharma 7838129337	B. Tech-CE	Extramarks 91-120-4175300	8.00 LPA
69	2021-22	Mithun Kumar 8920786373	B. Tech-CE	Acadecraft 070005 30247	1.92 LPA
70	2021-22	Suryakant 8448453318	B. Tech-CE	Acadecraft 070005 30247	1.92 LPA

  
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Placed Students List-2022

S.No.	University Roll No.	Name	Contact No.	Ref. No./Mail Id with Date	Company Name	Contact No.	Package
1	1878610001	ABHISHEK KUMAR ROY	9699983095	3rd March, 2022	Cloud Analogy	91-120-4147360	3.50 LPA
2	1878610002	ABHISHEK MISHRA	7077344135	10th January, 2022	HashStudios	093543 14601	3.60 LPA
3	1878610003	ADITYA RAJ SINGH	6206109846	3rd March, 2022	Cloud Analogy	91-120-4147360	3.50 LPA
4	1878610004	AJIT KUMAR MAURYA	9910592454	18th May, 2022	SOAD	089299 31601	3.40 LPA
5	1878610005	AKASH TRIVEDI	9540754171	FCI/LOI/02/2022/ 25th Feb. 2022	FCI	0120-4787000	3.24 LPA
6	1878610008	ANJALI SHARMA	7302039058	madhumita.m@hcl.com/ 1st Aug. 2022	HCL Technologies	0120 430 6000	4.25 LPA
7	1878610009	ANKIT KUMAR	7632955164	28th October, 2021	Career Choice 360	9708023204	3.86 LPA
8	1878610010	ARUNODAY KESHARWANI	7024452923	madhumita.m@hcl.com	HCL Technologies	0120 430 6000	4.25 LPA
9	1878610013	BEDANT KUMAR DUBEY	9990649610	intense/hr/al/07-04/2022-23	Intense Technologies	91 40 44558585	2.21 LPA
10	1878610014	CHANDAN KUMAR SHARMA	9899983095				
11	1878610015	DHARANJAY KUMAR	9024871996	3rd March, 2022	Cloud Analogy	91-120-4147360	3.50 LPA
12	1878610016	DIVYANSHI SHARMA	7351756600	8th September, 2021	GingerWeb	0120 416 1515	1.80 LPA
13	1878610017	DONEL SINHA	9089321345				
14	1878610019	JAWED AFROZ	8709375673	5th August, 2022	Mobileum	91 22 40406000	9.00 LPA
15	1878610023	KUNAL JAISWAL	9811794247	25th February, 2022	Aloha Technology	093116 39025	3.00 LAP
16	1878610024	MANISH KUMAR	8285559621				
17	1878610026	MID ABID RAZA	6202974658	3rd March, 2022	Cloud Analogy	91-120-4147360	3.50 LPA
18	1878610027	MID ADIL	7320865123	uc/2022/emp_07/01 Date: 4th January, 2022	Ucertify	0120 454 0091	3.68 LPA
19	1878610029	MD ISHTEYAQUE AHMAD	8076873204	10th January, 2022	HashStudios	093543 14601	3.60 LPA
20	1878610030	MD MAZID AZMI	9199932295	soujanya.m@intense.in / 26th may, 2022	Intense Technologies	91 40 44558585	2.21 LPA
21	1878610032	MOHIT	7838185411	18th May, 2022	SOAD	089299 31601	3.40 LPA
22	1878610033	MOHIT PRATAP SINGH	7906318239	19th October, 2021	Ksolve	0120 416 3248	3.00 LPA
23	1878610034	MOHAMMAD ANAS AHMAD	9627646023	19th January, 2022	Hitachi Systems Pvt. Ltd.	91-42-1800000	1.80 LPA
24	1878610035	MUJIB KHAN	9667707344	Intense/hr/al/06-23/2022-23	Intense Technologies	91 40 44558585	2.21 LPA
25	1878610036	NANDINI ROHATGI	9627854732	niharika.rawat@appinventiv.com	Appinventiv	120-4174793	4.20 LPA
26	1878610037	NEEKET SINGH	7838504948	18th May, 2022	SOAD	089299 31601	3.40 LPA
27	1878610038	NIKHIL MADAN	8802886888	14th October, 2021	Credex	040 8703 6930	5.00 LPA
28	1878610039	PRABAL SIKARWAR	9897402062	FCI/LOI/03/2022/ 24th Mar- 2022	FCI CCM	0120-4787000	3.24 LPA
29	1878610041	PRASHANT KUMAR	6205693131	18th March, 2022	Vedalytics Software Solutions	91-11-23739579	3.60 LPA
30	1878610043	RAHUL PRATYUSH	9899426474	19th, October, 2021	Ksolve	0120 416 3248	3.00 LPA
31	1878610044	RAHUL RANJAN	7352433114	23rd September, 2021	Gingerwebs	0120 416 1515	3.60 LPA
32	1878610045	RAKESH KUMAR YADAV	9648556889	18th May, 2022	SOAD	089299 31601	3.40 LPA
33	1878610047	RAMIT DHIMAN	9312857333	25th January, 2022	Wipro	0120 389 3500	3.50 LPA
34	1878610049	ROHIT KUMAR	9667369807	uc/2021/emp_04/10	Ucertify	0120 454 0091	3.68 LPA
35	1878610050	S ARSHIL AZIZ	9431399748	3rd March, 2022	Kellton Tech	124-4698949	4.00 LPA
36	1878610052	SADDAM HUSSAIN	9971392230	Intensh/hr/al/06-22/2022-23 Date: 20th June, 2022	Intense Technologies	91 40 44558585	2.21 LPA
37	1878610054	SARTHAK MISHRA	9811004275	18th September 2021	GingerWeb	0120 416 1515	3.60 LPA

38	1878610055	KM. SHALINI SINGH ✓	8940060655	MUSA011/04/22 Date: 12th April, 2022	Maple Labs	91-80-46661600	4.75 LPA
39	1878610056	SHIVAM CHAUHAN ✓	9999191656	12th October, 2021	Centilytics	03029 245 045	3.06 LPA
40	1878610058	TANDRIMA GOSWAMI ✓	9560122885	madhumita.m@hcl.com/ 9th Jun 2022	HCL Technologies	0120 430 6000	4.25 LPA
41	1878610059	UMANG KUMAR ✓	8130908412	14th October, 2021	Credex	040 8703 6930	5.00 LPA
42	1878610061	VISHAL KUMAR ✓	7677819449	intense/hr/al/06-23/2022-23	Intense Technologies	91 40 44558585	2.21 LPA
43	1878610062	YOGESH SINGH ✓	9015882814	TSP/CI/2022Mar/28 Date: 16th March, 2022	Thinksys	0120 456 2034	5.00 LPA
44	1878610063	YUSUF KHAN ✓	9990324361	23rd September, 2021	GingerWeb	0120 416 1515	3.60 LPA
45	1907860109002	PRAKASH MEHTA ✓	8851354586	3rd May, 2021	I Source Technolgies Pvt. Ltd.	011-40366814	3.60 LPA
46	1907860109003	PRIYA SHARMA ✓	9065514829	10th January, 2022	HashStudios	093543 14601	3.60 LPA
47	1907860109004	ROSHAN KUMAR ✓	8527152781	Quarks/Mar/2022/8	Quarks Technosoft	9015652626	1.44 LPA
48	1907860109005	SAURAV SHARMA ✓	9911590051	19th October, 2021	Koolve	0120 416 3248	3.00 LPA
49	1907860109001	NISHA BISHT ✓	8920273275	27th September, 2021	Wipro	0120 389 3500	3.10 LPA
50	1907860109006	UJWAL ✓	9430665814	CAN1454	centilytics	03029 245 045	3.06 LPA

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Date: 3 March 2022

Dear Abhishek,

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 **4th March 2022**

Failure of confirmation of acceptance of this offer on your part by **4th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd.**

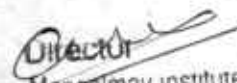
Divya Dang

Head HR

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**Annexure 1**

Compensation Break-down		
Employee Name	Abhishek Kumar Roy	
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
<b>Fixed Component</b>	<b>26167</b>	<b>314000</b>
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
<b>Gross Salary</b>	<b>27367</b>	<b>328400</b>
Total CTC	29167	350000
<b>Notes :</b>		
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		

  
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**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:

S/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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- 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

Accepted  
AK Roy

*[Signature]*  
Director

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## OFFER LETTER

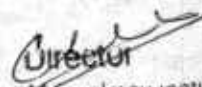
Name of the Candidate: Abhishek  
Place of Joining: Noida

Joining Date: 10<sup>th</sup> January 2022

Dear Abhishek Mishra,

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

  
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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

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

6



**Date: 3 March 2022**

**Dear Aditya,**

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 **4th March 2022**

Failure of confirmation of acceptance of this offer on your part by **4th March 2022**, will automatically lead to offer cancellation.

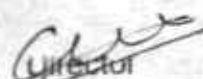
Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

**Divya Dang**

**Head HR**


Work Together, Progress Together

  
Director



**Annexure 1**

<b>Compensation Break-down</b>		
<b>Employee Name</b>	Aditya Raj Singh	
<b>Designation</b>	Salesforce Developer	
<b>Grade</b>	-	
<b>Department</b>	Professional Services	
<b>Cost to Company</b>	Rs.3,50,000/-	
<b>Components</b>	<b>PM</b>	<b>PA</b>
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
<b>Fixed Component</b>	<b>26167</b>	<b>314000</b>
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
<b>Gross Salary</b>	<b>27367</b>	<b>328400</b>
<b>Total CTC</b>	<b>291037</b>	<b>350000</b>
<b>Notes :</b>		
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		

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

Accepted

Aditya Raj Singh

  
Director

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



Date: 18/05/2022

**OFFER LETTER**

MR AJIT KUMAR MAURYA  
MIET, GREATER NOIDA

Dear Ajit,

We are pleased to offer you the post **Associate Professional Software Engineer** in **SDAD Technology Pvt. Ltd.**, on the following terms & Conditions. Your salary will be **CTC 3, 40,000** annually. You are kindly advised to report at **SDAD TECHNOLOGY B 1, First Floor, Sec. 8, Noida (UP)**

**OFFER VALIDITY:** This offer is valid for seven days from the offer date.

The following points outline the terms and conditions we are proposing:

- Title: **Associate Professional Software Engineer**
- Start Date: **01/07/2022, Monday**
- Salary: **CTC 3,40,000/- annually**

As a part of your joining formalities, you need to submit following documents:

- 1) Copies of Certificates/Testimonials (Education)
- 2) No Objection certificate from college (if applicable)
- 3) Training Certificate
- 4) Adhaar Card (Mandate)
- 5) Copy of PAN Card (Mandate)
- 6) 4 Passport Size Photograph
- 7) Cancel Cheque /Rent Agreement

Please Sign a duplicate copy of this letter in confirmation of terms & conditions written herein above. We look forward to your joining in our company and wishing for your long association with us.

With Best Wishes

HR MANAGER  
Suhail Wahid Khan

I hereby confirm that I have been clearly explained the salary package. I accept the above mentioned terms & conditions offered to me,

Name: Ajit Kumar Maurya Signature: Ajit  
Date: 24/5/2022

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

Akash Trivedi  
S/O Kamal Kishor Trivedi  
Bhagmal COMPLEX, Gall No. 2, Noida, Sec-15, Gautam  
Buddha Nagar, Uttar Pradesh - 201301

FCI/LOI/02/2022  
Date: 25-Feb-2022

**Subject: Offer Letter**

Congratulations!!

With reference to your application and subsequent interviews you had with us, we are delighted to extend this offer of employment for the position of "Software Trainee-GMC" at our "Noida" Office, as per business requirement you may be asked to served Noida location as well.

The terms & conditions of your employment are as follows:

- 1. DATE OF JOINING AND OFFICE TIMING:** You will be required to join on 1<sup>st</sup> March 2022 in our "Noida" office. Your minimum daily shift shall be of 09 hours. Shift timings & working days shall be governed by the exigencies of work and is subject to change as per business requirements.
- 2. SALARY:** You will be provided with an Annual CTC of INR 195,973 (Rupees One Lakh Ninety-Five Thousand Nine Hundred Seventy-Three Only). Please find the detailed salary (compensation details) structure in the attached Annexure. Post confirmation of your services, your Annual CTC shall be revised to INR 324,000 (Three Lakhs Twenty-Four Thousand)
- 3.** Any change in the date of joining by you, should be informed to the company in writing, failing which the offer shall be deemed null and void. Further failure to appear for joining as per above mentioned date (without prior intimation) shall lead to make this offer null & void.
- 4.** This offer of employment is valid & open for your acceptance for the period of One Day from the date of its issue, after which it will be deemed to be automatically withdrawn; Company reserves the right to further extend the same in certain circumstances.
- 5.** This offer is subject to successful clearance of your previous employment background verifications that would be conducted to verify the education, personal and employment history provided by you.
- 6.** You will be entitled for following benefits: Company Paid Health Insurance, Company Paid Life Insurance, Company Paid Accidental Insurance, (Employee enrolled in ESI benefit won't be eligible for company health insurance)
- 7.** Till Confirmation you will be eligible for 1 Casual Leave for each month.
- 8.** Post Confirmation you will be eligible for 22 company paid leaves, which includes 15 earned & 7 casual leaves.
- 9.** You will be on a probation period for 6 months. During probation, FCI may terminate the employment at any time and for any reason or for no reason by giving advanced notice of 30 calendar days.
- 10.** Post confirmation, FCI may terminate your employment at any time and for any reason or for no reason by giving advanced notice of 60 calendar days. During or after probation Employees indulging in act of forcing/pressurizing/threatening "HR" for early releasing shall be liable for Termination or appropriate disciplinary action. After completion of 30 months of service, you will be eligible to terminate your employment after serving minimum 2 months' notice.
- 11.** During or After probation, in case of any of the following : Willful Misconduct/ Data or security breach attempts/ Indulging in sexual or mental harassment/ Theft / Non-disclosure of some serious medical problem or disability/ Dual Employment/ Absconding for more than 5 days/ Drug or Alcohol Possession at Work/ Damaging Company Property/ act of physical violence against a coworker/ Failure in background verification/ Insubordination/ Serious performance issues; Company reserves the right to "TERMINATE" employment without serving any notice & will not provide any experience letter.
- 12.** You will be on probation for a period of 06 (Six) months from the date of joining or will continue to be on probation unless confirmed in writing. This offer will stand cancelled in case of any incorrect information is provided by you and/or non-submission of required documents within 7 days of your joining.
- 13.** You are requested to send the copy of your resignation from present employer within three days after receiving this letter.

For Friends Color Images Pvt. Ltd.

Akash Khanna (CHIEF PEOPLE OFFICER)

Accepted With Thanks

Akash Trivedi

Friends Color Images Pvt. Ltd.  
Fusion Square, Plot No. 5A & 5B,  
8<sup>th</sup> Floor, Sector-126,

+91 130 4787000  
info@fci-con.com

Regd. Office: D-554 New Friends Colony  
New Delhi 110 025 INDIA

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



Annexure - FCI		
Name	Akash Trivedi	
Designation	Software Trainee - GMC	
Location	Noida	
DOJ	1-March-22	
Band	E4	
Salary Components:	Per Month (INR)	Per Annum (INR)
Basic Salary	15,113	181,356
Gross Salary	15,113	15,100
Deductions		
ESI-Employee Contribution	113	1360
<b>Net Salary*</b>	<b>15,000</b>	<b>179,996</b>
Perks/Benefits:		
Gratuity**	727	8,723
ESI-Employer Contribution	491	5,894
<b>Total CTC</b>	<b>16,331</b>	<b>195,973</b>
<b>Terms:</b>		
Net Salary* All statutory deductions & TDS will be done from Net salary as per the applicable Laws		
Gratuity**: Will be paid as per the Gratuity Act 1972.		
You will be eligible for Max 10 days of leave (unpaid) for your final examination purpose.		
Insurance benefits****You are eligible for Life Insurance (5 Lakh) & Accidental Insurance (4 Lakh) benefits.		
Post confirmation of services, your CTC will be revised to 27000 per month.		
You will be eligible for Free Lunch* benefit by the company (the benefit is non cashable & can be discontinued at any given point of time on management's discretion)		
FREELANCE/PART TIME/DUAL EMPLOYMENT is strictly prohibited		
This is a permanent work from office position		

Net Salary\*: Total salary is subject to income taxes as per Govt. of India, department of IT guidelines. Whatever will be your tax liabilities after your investments and deductions under the sections of taxes, the same amount of taxes will be deducted from your above salary under monthly TDS scheme and as per the guidelines laid down by Govt. of India, Department of income taxes. Also, the statutory deductions like professional taxes as applicable to your work locations will be deducted from your above salary and will be deposited with the concerned Govt. agencies.

The Salary package is confidential in nature and should not be disclosed to anyone else without HR and Department Head.

Please Carry the below mentioned documents at the time of joining to facilitate smooth completion of your joining formalities.

a)	Copies of your Educational certificates (Including 10th, 12th, Graduation & Post graduation marksheet & certificates)
b)	2 passport sized Photographs
c)	Original & Photocopy of your PAN Card, Aadhar card, License/Voter ID card/ Passport, Permanent & Temporary address proof
d)	Salary Slips & Bank statements (last 3 months) from last employer
e)	Copy of the relieving Letter from last employer
f)	Form-16 / form 12BA from your last employer for last financial Year and for current financial year respectively
g)	A cancel Cheque copy of your existing bank account (HDFC)
h)	Your medical reports (if required & if suffering from medical issues)

**Undertaking and confirmation:**

I read and understood the above details and I also understood that the above communications superseded all previous verbal and written communications on my compensation and benefits. I further undertake that I have learnt and understood all that is written above, and I agreed to the above salary and other conditions of the offer. I do understand the written communications will be only eligible for any claims as this communication superseded all previous verbal and written communications for ever.

Signature of the Candidate/Employee: Date

PRINT NAME

Friends Color Images Pvt. Ltd.  
Fusion Square, Plot No. SA B 58,  
8<sup>th</sup> Floor, Sector-128,

+91 120 4787000  
info@fci-ccm.com

Regd. Office : D-605 New Friends Colony,  
New Delhi 110 025 INDIA

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



CRD Mangalmay &lt;crd@mangalmay.org&gt;

**Fwd: HCL || Final Confirmation**

2 messages

Anjali Sharma <anjalissharma98370@gmail.com>  
To: crd@mangalmay.org

Mon, Aug 1, 2022 at 2:05 PM

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

From: Madhumita Murali <madhumita.m@hcl.com>  
Date: Mon, 1 Aug, 2022, 10:38 am  
Subject: HCL || Final Confirmation  
To: ANJALISHARMA98370@GMAIL.COM <ANJALISHARMA98370@gmail.com>

Hello ANJALI SHARMA,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

## Important Points:

1. CTC offered: INR 4.25 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.


## Please Note:

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:

1. Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in CSE/IT/Circuit Branch/Mech only.

-Madhumita Murali

 HCL logo endplate Description automatically generated

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



# CAREERCHOICE360

Office No-316, Tower-B, KLJ Noida One Building, Noida Sec-62, 201309. Email-Info.careerchoice360@gmail.com.

28<sup>th</sup> Oct 2021

To,  
Ankit kumar singh  
Bihar

Sub: Provisional Employment Letter

Dear Ankit,

Congratulations! We are pleased to take you on board as Full Stack Developer at Careerchoice360.

Designation: Full Stack Developer

Job Location: Work from Home

Working Days: Monday to Saturday

Working Hour: 10.00 AM to 6.00 PM

- We refer to your recent interview for the position of Fullstack developer and are pleased to inform you that we are offering you the position with our company effective from 1<sup>st</sup> November 2021 under the following terms and conditions. We hope that with your renowned hard work, excellence and authorization you can make the company see its growth in the near future. We also expect you to be the best of you during the period of employment and maintain all the decorum and keep well with the team.
- The salary, as discussed during the interview, is offered to the applicant on the annual salary basis of 3.86 lakhs CTC. The candidate needs to complete the trial period, after joining the job and you must abide by the terms and conditions mentioned there in.
- Your salary will be credited between 8<sup>th</sup> day to 10<sup>th</sup> day of every month to your account.
- You will be required to comply with all such rules and regulations as the Company may frame from time to time.
- Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
- He/She shall at all time during his/her job with the company, strictly adhere to and obey and abide by all applicable rules and regulations and the code of conduct of the company.
- Unless authorized by the company, the Candidate shall not enter into contract or agreement on behalf of the company.
- You need to submit with us a signed copy of this Offer Letter, Educational Certificate (10<sup>th</sup>, 12<sup>th</sup>, Graduation), Pan Card, Adhar Card as well as 2 Passport size photo.

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

- For any other details or doubts, please feel free to contact the HR helpdesk of the company. If you agree to the terms and policies of the company, please let the company as the soonest so that we can start to take you appointment letter to do the function. We further welcome you with the heartiest congratulations to be a part of ever growing [Mention the name of the company] family.
- If you accept the terms and conditions mentioned above, submit a copy the "Acceptance of Offer" provided and return to us. The original shall be retained by you.

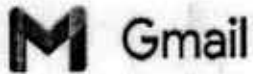
We welcome you to Careerchoice360 family and look forward to a fruitful collaboration.



**BEST REGARDS**

**Careerchoice360**

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



CRD Mangalmai &lt;crd@mangalmai.org&gt;

**Fwd: HCL || Final Confirmation**

2 messages

Arunoday Kesharwani <arunoday26@gmail.com>  
To: CRD Mangalmai <crd@mangalmai.org>

Thu, Jun 9, 2022 at 5:45 PM

## ----- Forwarded message -----

From: Madhumita Murali <madhumita.m@hcl.com>  
Date: Thu, 9 Jun 2022 at 3:39 PM  
Subject: HCL || Final Confirmation  
To: arunoday26@gmail.com <arunoday26@gmail.com>

Hello Arunoday kesharwani,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

## Important Points:

1. CTC offered: INR 4.25 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

## Please Note:

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:

1. Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in CSE/IT/Circuit Branch only.

-Madhumita Murali

**HCL**

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

07 Jul 2022  
Ref: INTENSE/HR/AL/07-04/2022-23

Bedant Kumar Dubey,  
Chandigarh

**SUB: APPOINTMENT LETTER**

Dear Bedant Kumar Dubey,

From all of us at Intense Technologies Limited (the Company), we are pleased to offer you employment as "Trainee Application Support Engineer" from 15 July 2022. Your base location will be Chandigarh, under the guidance of the Manager, currently Nitin Mishra. You agree that Intense may change your role from time to time and you agree to undertake such additional or alternative duties for the Company and/or any Group Company, without additional remuneration, as the Company may reasonably require. The Company reserves the right to withdraw this offer until your acceptance of this offer.

**Remuneration & Probation:** After you have joined Intense Technologies Limited, you will be undergoing the corporate Induction program that includes orientation towards the working conditions, etiquette and culture of our company and its associates. As part of this corporate program, if necessary, you may also be provided with some training to further enhance your skill-set. After successful completion of the corporate program and commencement of your work, you will be under mandatory probation for six months during which your performance would be closely monitored. Revision of salary would be done upon successful completion of 12 months from the date of joining depending upon the nearest Appraisal Cycle of the organization. Your compensation in terms of CTC would be 221160 /- (Rupees Two Lakhs Twenty One Thousand One Hundred and Sixty Only) which leads to a monthly Gross of Rupees 15000 /- (Rupees Fifteen Thousand Only) as detailed in the CTC Format-Pg 4. Your individual remuneration is purely a matter between yourself and Intense Technologies Limited and has been arrived on the basis of your job, skills specific background and professional merit. It is our policy that each employee maintains this information and any changes made therein from time to time as personal and confidential. Failure to adhere to this policy may result in termination of employment and are subject to change without any notice at discretion of the company and might even lead to legal actions. Please sign adjacent to this point so as to agree that you read and understood the above clause.

**Payroll:** Intense Technologies Limited shall contribute the Employers share only towards Provident Fund, ESI, and Insurance. Employees need to pay their share of provident Fund, ESI, Professional Tax, Income Tax and any other statutory charges, Taxes, Fees as per Government policies wherever applicable. The salaries are paid by the 5th of subsequent month.

**Confirmation Rules and Regulations:** On successful completion of Probation, you will be confirmed in the service, which will be intimated to you in writing and consequently during probation your services will be governed by the Service Rules and Regulations which may be brought in force or amended from time to time, as applicable to all confirmed employees of the company.

**Leave and Attendance:** Employees are entitled for leaves as detailed below:

Employment Status	No of leaves Per Month	Comments
Probation	2 Days	Leaves taken in 1st Month will be a LOP
Confirmed	2.5 Days	Employees are entitled for Compensatory Leave for working on week-offs and holidays. Employees can accumulate up to a maximum of 45 days leaves at a given point of time.

Employees will be given 13 holidays in a calendar year, which will be published by Human Resource team



**Intense Technologies Limited**  
A1, Vikrampuri, Secunderabad - 500 009,  
Telangana, India  
T : +91 40 44598585 F : +91 40 27819040  
E : info@in10stech.com CIN - L30007TG1990PLCOH510  
Our Global Offices : Dubai | Florida | London | Singapore

www.in10stech.com

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

**Service Contract:** The notice period required to be given before discontinuation of service is two months or Two-month's salary in lieu thereof, at the sole discretion of the company.

**Exit Formalities:** Intense Technologies Limited is an at-will employer, and, as such, the employee may choose to resign from his job by giving at least two months written notice to his/ her reporting head and it should be accepted before his/ her relieving. Resignation letter sent through email, fax, sms are not accepted. Similarly Intense Technologies Limited may terminate employment at any time with two weeks of written notice unless it is owing to employee performance issues in which case it is immediate. All assets (laptop, mobile etc.) are to be submitted to the department head or any other person nominated by him. The employee needs to settle dues with all the departments and surrender all necessary documents.

**Competition Clause:** Competitors are defined as organizations marketing their Intellectual property, products and solutions similar to, or in direct competition to products, services offered by Intense. Partners include organizations that have collaborated with Intense for various requirements and have signed a "no hire" clause with Intense. In order to safeguard the Intellectual property at Intense, resigned employees are required to agree not to contact or join any competitor or partner for a minimum period of one year from the last date of employment at Intense.

**General:** During the course of your association with the organization, you will employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interests of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.

**Place of Posting and Transfer:** Place of posting is Chandigarh. During your employment with this company, you may be posted or transferred / attached to any other group Company of Intense or to any of the offices / subsidiaries / units / associate offices of the company to any town or city in India or abroad, at the sole discretion of the Management. While working in another branch/ group Company on transfer / attached position, you shall be entitled to emoluments and perks as applicable in the transferred / attached Company and for all purposes you shall be deemed to be employed in the company transferred/ attached.

**Misuse:** You are not authorized to use company email id/ Internet access for any personal or private communication/ purpose. Use of personal laptops, data cards, pen drives, CD's, DVD's in office premises is strictly prohibited and is liable for confiscation. Use of company stationary for personal purpose is strictly prohibited.

**Moral Responsibility & Honesty:** You are expected to deal with Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed any time, without any prior notice if you are found guilty of gross indiscipline, fraud, and misappropriation or acting against the interests of the company.

**Other Employments:** During the period of your employment with the Company, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

**Exams / courses:** In case you intend to appear in some examinations or to attend some classes while working with Intense, you are required to obtain prior written permission for the same giving full details including time frame involved. You will undertake that it will not affect your duties and responsibilities as assigned by the Company.

In10s<sup>7</sup>

**Intense Technologies Limited**  
A1, Vikrampuri, Secunderabad - 500 009,  
Telangana, India  
T : +91 40 44558585 F : +91 40 27819040  
E : info@in10stech.com CIN - L30007TG1990PLC011510  
Our Global Offices : Dubai | Florida | London | Singapore

www.in10stech.com

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

**Invention & Discoveries:** While employed with the company, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

**Medical Fitness:** You are required to maintain yourself in a state of medical / physical / mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case, your services are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.

**Secrecy:** You will not give anyone, by word of mouth, writing, facsimile or any device or otherwise any particulars or details, which you acquire during the course of your employment or our working systems, technical know-how, security arrangements, administrative, and / or organization matters of our establishment and our clients, whether confidential, secret or otherwise either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here-to fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company / person connected with the company.

While reporting for duty, kindly bring the following documents.

- Copies of all Certificates
- Four Passport Size Photographs
- Original and copy of Passport, Aadhaar Card & PAN Card
- Offer Letter and Relieving letter from present employer
- Latest salary certificate
- Address Proof

For INTENSE TECHNOLOGIES LIMITED

*Soumya*

**Soumya Chaturvedi**  
Sr. Manager - Human Resources

**In10s**

**Intense Technologies Limited**  
A1, Vikrampur, Secunderabad - 500 009,  
Telangana, India.  
T : +91 40 44558535 P : +91 40 27819040  
E : info@in10stech.com CIN - L30007TG1990PLCO1510  
Our Global Offices : Dubai | Florida | London | Singapore

[www.in10stech.com](http://www.in10stech.com)

*Umesh*  
Umesh Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRF



ANNUAL EARNING OPPORTUNITY (CTC)				
Name	Bedant Kumar Dubey		Designation	Trainee Application Support Engineer
Location	Chandigarh		LOB	Operations
FIXED EARNINGS (PAYABLE MONTHLY)				
			Annual	Monthly
1	BASIC		72000	6000
2	DA		27000	2250
3	HOUSE RENT ALLOWANCE		63000	5250
4	CONVEYANCE		9000	750
5	LEAVE TRAVEL ALLOWANCE		4500	375
6	MEDICAL ALLOWANCE		4500	375
7	MOBILE ALLOWANCE		0	0
8	SPECIAL ALLOWANCE		0	0
TOTAL FIXED EARNINGS (A)			180000	15000
STATUTORY BENEFITS				
1	GRATUITY		5184	432
2	PROVIDENT FUND (EMPLOYER)		15120	1260
3	ESIC		5856	488
TOTAL STATUTORY EARNINGS (B)			26160	2180
VARIABLE ALLOWANCES (NOT APPLICABLE FOR ALL EMPLOYEES)				
k	LOCAL TRAVEL ALLOWANCE		0	0
l	FOOD ALLOWANCE / TOUR		0	0
m	CITY COMPENSATORY ALLOWANCE		0	0
ALLOWANCES (C)			0	0
MEDICAL BENEFITS				
1	MEDICAL INSURANCE		12000	1000
2	PERSONAL ACCIDENT INSURANCE		3000	250
MEDICAL BENEFITS (D)			15000	1250
COST TO COMPANY				
TOTAL (A+B+C+D)			221160	18430
IMPORTANT TERMS				
Statutory Earnings of the compensation are not paid out until later based on the fulfilment of conditions as prescribed by the prevalent law				
Shift Allowance/food Allowance are applicable to certain departments and would vary as per company policy				
Statutory deductions from Fixed Earnings: Professional Tax (upto Rs. 200); Employee PF from Salary (Rs. 1800) ESIC (if applicable @0.75 of gross) and Income Tax if any will be deducted.				

In10s<sup>TM</sup>

**Intense Technologies Limited**  
 A1, Vikrampuri, Secunderabad - 500 009.  
 Telangana, India.  
 T: +91 40 44558585 F: +91 40 27819040  
 E: info@in10stech.com CIN - L30007TG1990PLC011510  
 Our Global Offices | Dubai | Florida | London | Singapore

www.in10stech.com

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



Date: 3 March 2022

Dear Dharanjay,

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 **4th March 2022**

Failure of confirmation of acceptance of this offer on your part by **4th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

**Divya Dang**

**Head HR**

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*Director*  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code-78A



**Annexure 1**

<b>Compensation Break-down</b>		
<b>Employee Name</b>	Dharanjay Kumar	
<b>Designation</b>	Salesforce Developer	
<b>Grade</b>	-	
<b>Department</b>	Professional Services	
<b>Cost to Company</b>	Rs.3,50,000/-	
<b>Components</b>	<b>PM</b>	<b>PA</b>
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
<b>Fixed Component</b>	<b>26167</b>	<b>314000</b>
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
<b>Gross Salary</b>	<b>27367</b>	<b>328400</b>
<b>Total CTC</b>	<b>29167</b>	<b>350000</b>
<b>Notes :</b>		
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		

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



**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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- 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.

Dhanraj Kumar



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

Date: 8<sup>th</sup> September, 2021

Ms. Divyanshi Sharma  
Greater Noida, India

## INTERNSHIP LETTER

This is with reference to the interview held with you, we are pleased to issue you the letter of Intent with Ginger Webs, the details of which are as under:

Position	:	Management Trainee
Department	:	Corporate Sales
Date of Joining	:	9 <sup>th</sup> September, 2021
Location	:	Noida
Reporting To	:	VP- HR and Business Strategy

This offer letter is subject to the following conditions:

1. Certificates of qualification (Original and Photocopy)
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all documents

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of Internship, without assigning any reason what-so-ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post.

Your period of internship will be for 6 months and your monthly stipend would be Rupees 15000/- (Rupees Fifteen Thousand Only). Deductions for Employee Welfare are as applicable.

We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of Ginger Family.

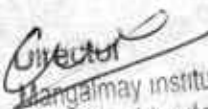
We look forward to welcome you aboard.

For Ginger Webs Pvt. Ltd.

Accepted & Agreed

  
VP- HR & Corporate Strategy

  
Signature & date

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



# mobileum

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**Mobileum (India) Private Limited**

Embassy Prime,  
6<sup>th</sup> Floor, No. 66/2,  
Ward no. 83, CV Raman Nagar,  
Bengaluru - 560 093  
Tel.: 8069157300 / 8069157600

05 August 2022

To,  
Jawed Afroz

Vill-Jhalakdh,  
Post - Khorimaha, PS - Dhanwar,  
Giridih, Jharkand - 825412

**Private and Confidential**

Dear Jawed,

With reference to your discussions with us, we are pleased to offer you the position of "Associate Software Engineer" in our organization. Your total compensation will be INR 9,00,000 per annum. The details of the breakup are provided in Annexure 1.

1) In addition to the above, you will be entitled to the following benefit:

- a) Group Medical Insurance, Personal Accident Insurance and Term Life Insurance coverage. Refer to the Benefits Manual for more details.
- b) All statutory benefits, as applicable from time to time, including but not limited to leave entitlement (including maternity benefits for women employees), Employee Provident Fund (EPF), Gratuity and overtime wages.

2) **Third Party Employment/Consultancy:** You will not engage in trade or profession or undertake any employment which is full or part time while you are in the service of the company.

3) **Location –** Your present posting will be at Bangalore; however, the company reserves the right to transfer you to any of our offices, whether in existence now or to be set up hereafter.

4) **Non-Disclosure Agreement -** As per the company policy, you would be required to sign a standard Non-disclosure agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Mobileum ethics and No-Conflict-of-interest policy.

5) During your employment with the company, you will agree to work on any project that you are assigned to, irrespective of technical platforms / skills and nature of the projects. If necessary, you may also be required to work in shifts.

6) **Probation / Confirmation / Notice Period –** You will be on probation for the first 6 months during which your employment may be terminated by giving 30 days of notice by either you or the Company. After your employment is confirmed post the probation period, your employment with Mobileum may be terminated by giving 60 days of notice on either side. Please note that buyout of notice period is not permitted (both during probation or after confirmation). Your relieving shall be based on your ongoing activities being successfully completed and handed over to the satisfaction of the Company. The Company reserves the right to reduce the notice, on its part, by paying salary in lieu thereof.

7) Should you remain absent from work without any reasonable explanation, for more than 10 days, it will be assumed that you are no longer interested in working for the company and have abandoned its service, thereby terminating your contract of service. In such a case, you will not be entitled to any statutory compensation.

**Mobileum (India) Private Limited**  
Registered Office:

7<sup>th</sup> Floor, Sigma, Technology Street,  
Hiranandani Gardens, Powai,  
Mumbai 400 076, INDIA

CIN: U72100MH2000PTC125761

Tel: +91 22 4040 6000

Fax: +91 22 2570 4919

E mail: info-india@mobileum.com

www.mobileum.com

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



**mobileum**

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**Mobileum (India) Private Limited**

Embassy Prime,  
6<sup>th</sup> Floor, No. 66/2,  
Ward no. 83, CV Raman Nagar,  
Bengaluru - 560 093  
Tel: 8069157300 / 8069157600

8) **Termination from Service** - 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.

In the event you leave our employment within 12 months, you will fully reimburse the notice pay reimbursement and relocation expenses, if any.

9) **Confidentiality:** The compensation information is company confidential. We request you to use discretion in handling your compensation - related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as serious matter by the company.

10) **Notice of Change** - Any change in your personal information including residential address, marital status and educational qualifications should be notified to the company in writing within 3 days of the change.

11) **Governing Law** - The terms and conditions as stipulated above shall be interpreted in accordance with the laws of India. In event of any dispute, the parties shall submit to the exclusive jurisdiction of the courts of Mumbai (India).

12) You are requested to produce copies of educational certificates, previous employment income details and other documents as specified in joining checklist in Annexure 2.

13) You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above terms and conditions.

Looking forward to your joining the Mobileum Family. Yours sincerely,

**Rakhi Shah**  
Vice President - Human Resources

I have read and agree to the terms and conditions of employment mentioned above and accept the letter of employment.

**Name: Jawed Afroz**

**Date of Joining: 09 August 2022**

**Signature:**

**Mobileum (India) Private Limited**  
Registered Office:  
7<sup>th</sup> Floor, Sigma, Technology Street,  
Hiranandani Gardens, Powai,  
Mumbai 400 076, INDIA

CIN: U72100MH2000PTC125761  
Tel: +91 22 4040 6000  
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Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRF





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6<sup>th</sup> Floor, No. 66/2,  
Ward no. 33, CV Raman Nagar,  
Bengaluru - 560 093  
Tel.: 8069157300 / 8069157600

Annexure 1

Name: Jawed Afroz	
Designation: Associate Software Engineer	
Basic:	3,68,182
Flexible Benefit Allowance:	4,05,818
The above allowance can be broken up into the following components - Details explained in salary structure manual:	
1) HRA	
2) LTA	
3) Meal Card	
4) Gift Pass	
5) Telephone Reimbursement	
6) Vehicle Reimbursement	
7) Miscellaneous Allowance	
Company Contribution to PF:	44,182
Total Fixed Compensation:	8,18,182
Variable Compensation:	81,818
(To be paid Annually, as per the prevailing Company Variable Compensation Plan)	
Total Annual Compensation:	9,00,000
All the above amounts are Annual and in INR.	
For Mobileum India Pvt. Ltd.	
Rakhi Shaha Vice President - Human Resources Authorized Signatory	

**Note:**

- Gratuity is payable as per the Payment of Gratuity Act, as amended from time to time.
- National Pension Scheme (NPS): This benefit is available. Kindly refer to the salary structure manual for more details.
- You need to be employed with the Company on the date of the Variable Compensation Plan payment to be eligible.
- The Company reserves the right to change the compensation structure. Such changes will be intimated in advance.

Mobileum (India) Private Limited  
Registered Office:  
7<sup>th</sup> Floor, Sigma, Technology Street,  
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Mumbai 400 076, INDIA

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Mangalaya Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code: 388



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6<sup>th</sup> Floor, No. 66/2,  
Ward no. 83, CV Raman Nagar,  
Bengaluru - 560 093  
Tel: 8069157300 / 8069157600

### Annexure 2 - Joining Checklist

S/N	Item
1	2 passport size photos
2	Copy of Passport - 1st page, ECNR page and address page
3	Copy of Aadhar Card
4	Relieving Letter and Experience Certificate of previous employments
5	Last Salary slip and Appointment/Revision Letter of previous employments
	Resignation Acceptance Letter from Previous Employer
6	Copy of PAN Card
7	Form 16 of the previous financial year
8	Signed copy of the Offer Letter
9	Educational Certificates & consolidated mark sheets
10	Completed Personal Data Form (will be shared separately)

Mobileum (India) Private Limited  
Registered Office:  
7<sup>th</sup> Floor, Sigma, Technology Street,  
Hiranandani Gardens, Powai,  
Mumbai 400 076, INDIA

CIN: U72100MH2000PTC125761  
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www.mobileum.com

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

**OFFER LETTER**

February 25, 2022  
 Kunal Jaiswal  
 Pune City  
 Maharashtra  
 PAN NO: .....  
 ADHAAR No: .....

Dear Mr.Kunal,

Reference to your application and subsequent interviews, we are pleased to offer you the followings.

1. Designation: Software Developer
2. Salary: 3,00,000 CTC Per Annum (Rupees Three Lakhs Only)

**ANNEXURE**

Name Kunal Jaiswal

Description	Gross Monthly	Per Annum
Gross Basic	21,100	2,53,200
Gross HRA	1,055	12,660
Gross Conveyance	0	0
SA	1,831	21,972
<b>Gross Salary</b>	<b>23,986</b>	<b>2,87,832</b>
PF Employer Contribution as per EPF Act	0	0
ESI Employer Contribution as per ESI Act	0	0
Bonus as per Payment of Bonus Act	0	0
Gratuity as per Payment of Gratuity Act	1,014	12,168
<b>Total CTC</b>	<b>25,000</b>	<b>3,00,000</b>

3. Probation Period: 6 months
4. Notice Period: 3 months
5. Agreement: NDA to be executed
6. Validity: 30 Days from the date of offer letter
7. **Other Terms & Conditions:** You will be governed by the rules and regulations of the Company as applicable to your category of employees.

Thanking You

For Aloha Technology Pvt. Ltd

*Kunal*

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



Date: 3 March 2022

Dear Md Abid Raza,

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 **4th March 2022**

Failure of confirmation of acceptance of this offer on your part by **4th 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	Md Abid Raza	
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
<b>Fixed Component</b>	<b>26167</b>	<b>314000</b>
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
<b>Gross Salary</b>	<b>27367</b>	<b>328400</b>
Total CTC	28167	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		

*Director*  
Mangalmay 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

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



- 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.

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

Document #: uc/2022/emp\_07/01

Document date: 04/01/2022

**OFFER LETTER**

Dear Md. Adil S/O Mr. Mohammad Shakir

Address - Chandwara, Jail Road, Mahammadpur Kazi, Muzaffarpur, Bihar - 842001.

Welcome to uCertify Training and Learning Pvt. Ltd. ("uCertify"). We are pleased to welcome you to our team of talented and dedicated professionals, committed to working together to take our company to great heights. uCertify is committed to providing a positive and safe working environment with tremendous opportunities to learn and grow. If you share our passion for learning and hard work, we commit to your growth and success. We place the highest emphasis on nurturing talent and are excited to have you on board. You will get a lot out of uCertify, and we hope you will make use of the many opportunities to give your best and help uCertify grow to even greater heights.


You will start the uCertify training program starting on 17th January 2022 at Noida Office as a Trainee - Web Application Developer.

If you have any questions, either your manager or the uCertify leadership team would be happy to discuss them with you. Please keep a copy of the Agreement for your records.

Please be sure to review them carefully and sign. Once again, congratulations and welcome to uCertify!

Sincerely,

Senior Office Head  
uCertify Training & Learning Pvt Ltd.

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



## **TERMS OF EMPLOYMENT**

This statement of Terms of Employment forms part of the Contract of Employment ('Contract') between Md. Adil and uCertify Training and Learning Pvt Ltd. ("Company") This contract will be effective from the date on which you will be starting employment with us. The Company reserves the right to add, modify or remove any terms and conditions of its employment policies and procedures from time to time which shall be binding on you.

### **1. DESCRIPTION OF EMPLOYEE'S DUTIES:**

Your Role title will be **Trainee** and your Level will be **Entry** as per the Company Career Framework. Your role title will remain as Trainee until your performance is satisfactory. Subject to the supervision and pursuant to the orders, advice, and direction of the employer, employees shall perform such duties as are customarily performed by one holding such position in other businesses in the industry. These duties and responsibilities are subject to be changed or modified at the discretion of the employer.

### **2. SALARY & COMPENSATION:**

Your Annual Cost to the Company (CTC) is **INR 368,600/-** after successfully completing the training which will be paid to you monthly in your nominated Bank Account on the 10th day of each month. All taxes in respect of your income, including Income and professional tax, will be deducted from your salary and the salary will be credited to your account. Salaries will be reviewed as per the annual salary review guidelines. If you are on long leave before the salary distribution date, we may put your salary on hold.

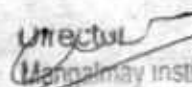
### **3. HOURS OF EMPLOYMENT:**

Your hours of employment will be nine hours per day five days a week or as required by the company. Shift start time and working hours are subject to change as per the requirement of the company.

### **4. PROBATIONARY PERIOD:**

You will be on probation for an initial period of twelve months including the training period. This period may be extended at the absolute discretion of the company. You would be deemed to be on probation until you receive written communication confirming the successful completion of your probationary period. During probation or at any time before such written communication, the company reserves the right to terminate your employment immediately and without notice.

### **5. SERVICE BOND:**

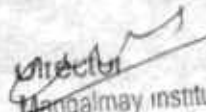
  
Director  
Manipal Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRF

Employee shall at all times faithfully, industriously, and to the best of his/her ability, experience, and talent, perform all duties that may be required of and from him pursuant to the express and implicit terms hereof, to the reasonable satisfaction of employer.

1. The Company has selected the candidate to work as a full-time employee. The employee is expected to effectively carry out the official responsibilities assigned to him/her.
2. The employee, on joining the Company, will be required to execute a bond along with a surety of INR 25,000/- in addition to a high school mark sheet or Bank Guarantee as collateral security to serve the Company for a minimum period of 24 months (including Training Period & excluding leaves) from the date of joining, in consideration of the Company incurring and bearing all the expenses involved in the said specialized training.
3. This bond will be applicable after 7 days from the joining date.
4. If an employee is absent for 15 days without any prior information, it will be automatically deemed to be a resignation from the employee and his/her bank guarantee will be seized by the company.
5. Ethical behavior or conduct issues of the employee shall be under the observation of the company and on its failure, his/her employment may be terminated, and in its redemption his/her bank guarantee will be seized by the company.
6. During employment, any mission, project, or work done by the employee will be the property of the company.
7. Experience certification will only be provided if the employee has successfully completed the bond period and completed all exit processes.
8. After the successful completion of 24 months of the said bond period, the bank guarantee/bank security of the employee will be returned to the employee.
9. **To retain the employee, the employer will pay a retention bonus of Rs. 48000 after the employee successfully completes his 2 years term (including training period but excluding the leaves taken). The amount of retention bonus is included in CTC. To be clear, this bonus will only be given after two years of employment and never before.**
10. Any and all disputes arising from this Agreement will be settled or resolved under "Jurisdiction of Allahabad Courts" Only.

#### **6. TERMINATION OF SERVICES & NOTICE PERIOD:**

After Satisfactory completion of your probationary period and confirmation in writing, your employment can be terminated by yourself, assigning valid reason, by giving two months notice (excluding leaves, holidays, or absence for any reason) to the company and after submitting the breaching amount as per the signed service bond.

  
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Notwithstanding the foregoing, the Company has the right to terminate your services by serving upon you two months' notice (excluding leaves and holidays) or by payment of two months' basic salary in lieu thereof. The Company reserves the right to waive off the notice period and payment of salary in lieu thereof.

#### **7. Training Policy:**

1. Training will be conducted by our training provider uCertify Academy Pvt. Limited.
2. The average training duration is three months. Leaves are very strongly discouraged during this period.
3. Trainees who have taken more than 3 leaves during the training period will have to go through the HR round for continuing the training.
4. Training may involve any or all of the following. Assignments, b. Projects/Missions and c. On-the-job training. In some cases, we may put you on additional projects and modify your assignments.
5. If you are unsuccessful in the area in which you were hired, the Company retains the right to consider you for a different area. This may add two months to your training. You will be provided with a stipend during these additional two months.
6. The training stipend is based on your performance. If you are qualified for a technology allowance, you will receive Rs. [14,000.00] per month in stipend.

#### **8. BACKGROUND VERIFICATION:**

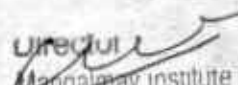
The Company further reserves the right to conduct a background verification during your probation period on the information supplied by you during your selection process and if upon verification, at the time of appointment or at a later date, it is found that you have furnished wrong information, your services with the Company will be liable to termination without giving any notice or salary in lieu thereof and employee will be liable to return the salary, benefits and training costs.

#### **9. DRESS CODE:**

It is expected that employees appreciate the importance of proper behavior and appearance in business life and they ensure their dress, grooming, and appearances are appropriate for professional business life. Your dress, grooming, and appearance should reflect favorably upon other team members in the Company. Employees are expected to adhere.

#### **10. PERFORMANCE MANAGEMENT:**

Your performance within the Company will be managed through the Performance Development Program (PDP) process. It is an opportunity to gain feedback on performance as well as plan career progression. This is done by asking employees to participate in an

  
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annual review meeting with informal reviews at appropriate intervals.

**Note:** Salary appraisal is done only once a year during the month of July every year. You must be a full-time employee (including probation period but not including the training period) for at least one year to be eligible for the Performance Review.

**11. LEAVES:**

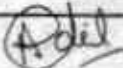
You would be entitled to leave as per Company policy, as applicable.


**12. BENEFITS:**

You will be entitled to benefits during the course of your employment in the Company subject to the rules of the Company.

1. Amazing Learning Opportunities	11. Fun At Work- Parties, Trips, Celebrations
2. Use of any uCertify courses	12. Open Door policy
3. 14 Holidays per year	13. Professional Work Environment
4. 5 day work week	14. Supportive Management
5. Interest-Free Laptop Loan	15. Medical Insurance
6. Promotion from within	16. Employees Provident Fund
7. Employee Referral Program	17. Maternity Leaves - 12 Weeks
8. World-Class Work Environment	18. Paternity Leaves - 1 Week
9. High-Speed Internet	
10. Retention Bonus	

**Note:** Candidates working from home must have a minimum internet speed of 5 MBPS with a good backup connection before joining, failing in that will affect your technology allowances. Any day you are unable to work because of poor internet connection will be considered as non-paid leave and will affect your employment.

Agreed and Accepted:	Signature: 
Date: 12/1/2022	Printed Name: M.D. ADIL

  
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College Code: 786

## OFFER LETTER

Name of the Candidate: Ishteyaque  
Place of Joining: Noida

Joining Date: 10<sup>th</sup> January 2022

Dear Ishteyaque Ahmad,

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

  
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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.

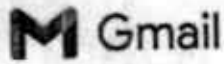
17. Your email acceptance of this offer is expected within 5 days from the date of releasing the offer letter. This offer shall become void after completion of 5 days in-case no acceptance is received from the candidate. On the day of your joining, please bring photocopies of the following:

- 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

  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78A



MD mazid azmi &lt;mdmazidazmi@gmail.com&gt;

## Documents Required for Verification, Link to be filled and CTC Breakup from Intense Technologies!

26 May 2022 at 14:05

Meesala Soujanya <soujanya.m@intense.in>  
 To: "mdmazidazmi@gmail.com" <mdmazidazmi@gmail.com>  
 Cc: Soumya Chaturvedi <soumya.o@intense.in>, M Surya Prakash Reddy <suryaprakash.m@intense.in>, Priya Sharma <priya.sharma@intense.in>

Hi MazidAzmi,

Greetings from Intense Technologies!

Congratulations for being selected for Trainee Application Support Engineer Role.

The following documents are required for further processing of your profile.

1. Educational documents (From SSC to highest education)
2. Pan card and Aadhar card scanned copy
3. Passport size Photograph

Please fill the required information - <https://forms.gle/tNB9bGcn4u9xdMiD6>

Also sharing you the CTC breakup, find it below. Please reply to this mail with your confirmation.

As shown below, your monthly gross earnings would be ₹ 15,000 pm and net earnings would be ₹ 13,540 pm.

Please feel free to reach out to me for any further queries or concerns.

ANNUAL EARNING OPPORTUNITY (CTC)					
Name	MD MazidAzmi	Designation	Trainee Application Support Engineer		
Location	Chandigarh	LOB	Operations		
FIXED EARNINGS (PAYABLE MONTHLY)					
			Annual	Monthly	
1	BASIC	40%	72000	6000	
2	DA	15%	27000	2250	
3	HOUSE RENT ALLOWANCE	35%	63000	5250	
4	CONVEYANCE	1600	9000	750	
5	LEAVE TRAVEL ALLOWANCE	1250	4500	375	
6	MEDICAL ALLOWANCE	1250	4500	375	
7	MOBILE ALLOWANCE		0	0	
8	SPECIAL ALLOWANCE		0	0	
TOTAL FIXED EARNINGS (A)			180000	15000	
STATUTORY BENEFITS					
1	GRATUITY	4.80%	5184	432	
2	PROVIDENT FUND (EMPLOYER)	1800	15120	1260	
3	ESIC	0	5358	488	
TOTAL STATUTORY EARNINGS (B)			26160	2180	
VARIABLE ALLOWANCES (NOT APPLICABLE FOR ALL EMPLOYEES)					

<https://mail.google.com/mail/u/0/?ui=2&ik=a852e75ab8&view=lg&permmsgid=msg-f:1733877204385284971>

1/2

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 College Code TRR

k	LOCAL TRAVEL ALLOWANCE			0	0
l	FOOD ALLOWANCE / TOUR			0	0
m	CITY COMPENSATORY ALLOWANCE			0	0
<b>ALLOWANCES (C)</b>				0	0
<b>MEDICAL BENEFITS</b>					
1	MEDICAL INSURANCE			12000	1000
2	PERSONAL ACCIDENT INSURANCE			3000	250
<b>MEDICAL BENEFITS (D)</b>				15000	1250
<b>COST TO COMPANY</b>					
<b>TOTAL (A+B+C+D)</b>				221160	18430
<b>IMPORTANT TERMS</b>					
Statutory Earnings of the compensation are not paid out until later based on the fulfilment of conditions as prescribed by the prevalent law.					
Shift Allowance/food Allowance are applicable to certain departments and would vary as per company policy.					
Statutory deductions from Fixed Earnings: Professional Tax (upto Rs. 200), Employee PF from Salary (Rs. 1800) ESIC (if applicable @0.75 of gross) and Income Tax if any will be deducted.					

Thanks & Regards,

M. Soujanya,

HR Trainee - Recruitment - HR

8977643663|soujanya.m@intense.in

**In10s<sup>PI</sup> INTENSE TECHNOLOGIES LTD.**

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**In10s<sup>PI</sup>** Image001.png  
4K View Download





Date: 18/05/2022

**OFFER LETTER**

MR MOHIT  
MIET, GREATER NOIDA

Dear Mohit,

We are pleased to offer you the post **Associate Professional Software Engineer** in **SDAD Technology Pvt. Ltd.**, on the following terms & Conditions. Your salary will be **CTC 3, 40,000 annually**. You are kindly advised to report at **SDAD TECHNOLOGY B 1, First Floor, Sec. 8, Noida (UP)**

**OFFER VALIDITY:** This offer is valid for seven days from the offer date.

The following points outline the terms and conditions we are proposing:

- **Title: Associate Professional Software Engineer**
- **Start Date: 01/07/2022, Monday**
- **Salary: CTC 3,40,000/- annually**

As a part of your joining formalities, you need to submit following documents:

- 1) Copies of Certificates/Testimonials (Education)
- 2) No Objection certificate from college( if applicable)
- 3) Training Certificate
- 4) Adhaar Card (Mandate)
- 5) Copy of PAN Card (Mandate)
- 6) 4 Passport Size Photographs
- 7) Cancel Cheque /Rent Agreement

Please Sign a duplicate copy of this letter in confirmation of terms & conditions written herein above. We look forward to your joining in our company and wishing for your long association with us.

With Best Wishes

HR MANAGER  
Suhail Wahid Khan

hereby confirm that I have been clearly explained the salary package. I accept the above mentioned terms & conditions offered to me."

Name..... Mohit..... Signature.....  
Date..... 18/05/2022.....

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College Code 786

Date: 19<sup>th</sup> October, 2021

### Offer Letter

Dear Mr. Mohit Pratap Singh,

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 11<sup>th</sup> November 2021. Your internship is expected to end on 30<sup>th</sup> June 2022.

**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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College Code 78F

**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,

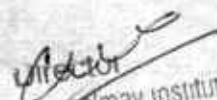


Akanksha Saini  
Senior HR Manager @ Ksolves India Ltd.

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

Mohit Pratap Singh Name Mohit Signature 6 Nov 2021 Date

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

**LETTER OF INTENT**

Dear Md. Anas

Date :19 January 2022

This is with reference to your application for employment and the subsequent interview you had with us, we are pleased to select you for the post of Trainee with effect from DOJ 19/01/2022 and located at our client - Hitachi Systems Micro Clinic Private Limited - Delhi.

**Your monthly stipend would be Rs. 15000 /-**

Please click on the link and download the "Digitrac" application. Kindly sign up with your registered mobile number to access the application.

[https://play.google.com/store/apps/details?id=com.innov.digitrac&hl=en\\_IN](https://play.google.com/store/apps/details?id=com.innov.digitrac&hl=en_IN)

Instruction:-

1. Go to Play store
2. Download DigiTrac Application (Android Users Only)
3. Login with registered Mobile number
4. you will get OTP
5. capture your DOJ, Designation, Joining Location, Profile picture
6. Move on to onboarding (Digi-onboarding)
7. KYC - Add (or you can view the same if already added)
8. Kindly fill Family Details, Education Details, Work Experience (if any), EPF Details, ESIC details, Document Details, Bank details, Reference Details, Acknowledgement.
9. It completes your Joining formalities.


Also, you can edit your Profile details (basic details and check on your offer letter, Payslip, Insurance details, etc).

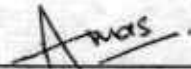
On receipt of your documents, your official Work Assignment Letter will be issued to you.

Thanking you,


Yours Truly

For **Innovsource Services Private Limited**

  
Authorized Signatory

  
Acceptance  
Employee's Signature

**Innovsource Services Private Limited**  
Regd.Off.: A 2, Kalas Industrial Complex, Park Site, Vikhroli (W), Mumbai 400 079, India  
Tel: +91 22 4218 0000 | [www.innov.in](http://www.innov.in) | [info@innov.in](mailto:info@innov.in)

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

20 Jun 2022  
Ref: INTENSE/HR/AL/06-23/2022-23

Mujib Khan  
Chandigarh

**SUB: APPOINTMENT LETTER**

Dear Mujib Khan,

From all of us at Intense Technologies Limited (the Company), we are pleased to offer you employment as "Trainee Application Support Engineer" from 24 June 2022. Your base location will be Chandigarh, under the guidance of the Manager, currently Nitin Mishra. You agree that Intense may change your role from time to time and you agree to undertake such additional or alternative duties for the Company and/or any Group Company, without additional remuneration, as the Company may reasonably require. The Company reserves the right to withdraw this offer until your acceptance of this offer.

**Remuneration & Probation:** After you have joined Intense Technologies Limited, you will be undergoing the corporate induction program that includes orientation towards the working conditions, etiquette and culture of our company and its associates. As part of this corporate program, if necessary, you may also be provided with some training to further enhance your skill- set. **After successful completion of the corporate program and commencement of your work, you will be under mandatory probation for six months during which your performance would be closely monitored.** Revision of salary would be done upon successful completion of 12 months from the date of joining depending upon the nearest Appraisal Cycle of the organization. Your compensation in terms of CTC would be 221160 /- (Rupees Two Lakhs Twenty One Thousand One Hundred and Sixty Only) which leads to a monthly Gross of Rupees 15000 /- (Rupees Fifteen Thousand Only) as detailed in the CTC Format-Pg 4. Your individual remuneration is purely a matter between yourself and Intense Technologies Limited and has been arrived on the basis of your job, skills specific background and professional merit. It is our policy that each employee maintains this information and any changes made therein from time to time as personal and confidential. Failure to adhere to this policy may result in termination of employment and are subject to change without any notice at discretion of the company and might even lead to legal actions. Please sign adjacent to this point so as to agree that you read and understood the above clause.

**Payroll:** Intense Technologies Limited shall contribute the Employers share only towards Provident Fund, ESI, and Insurance. Employees need to pay their share of provident Fund, ESI, Professional Tax, Income Tax and any other statutory charges, Taxes, Fees as per Government policies wherever applicable. The salaries are paid by the 5th of subsequent month.

**Confirmation Rules and Regulations:** On successful completion of Probation, you will be confirmed in the service, which will be intimated to you in writing and consequently during probation your services will be governed by the Service Rules and Regulations which may be brought in force or amended from time to time, as applicable to all confirmed employees of the company.

**Leave and Attendance:** Employees are entitled for leaves as detailed below:

Employment Status	No of leaves Per Month	Comments
Probation	2 Days	Leaves taken in 1st Month will be a LOP
Confirmed	2.5 Days	Employees are entitled for Compensatory Leave for working on week-offs and holidays. Employees can accumulate up to a maximum of 45 days leaves at a given point of time.

Employees will be given 13 holidays in a calendar year, which will be published by Human Resource team



**Intense Technologies Limited**  
A1, Vikrampuri, Secunderabad - 500 009,  
Telangana, India  
T: +91 40 44558585 F: +91 40 27819040  
E: info@n10stech.com CIN - L30007TG1990PLCO11510  
Our Global Offices: Dubai | Florida | London | Singapore

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

**Service Contract:** The notice period required to be given before discontinuation of service is two months or Two-month's salary in lieu thereof, at the sole discretion of the company.

**Exit Formalities:** Intense Technologies Limited is an at-will employer, and, as such, the employee may choose to resign from his job by giving at least two months written notice to his/ her reporting head and it should be accepted before his/ her relieving. Resignation letter sent through email, fax, sms are not accepted. Similarly Intense Technologies Limited may terminate employment at any time with two weeks of written notice unless it is owing to employee performance issues in which case it is immediate. All assets (laptop, mobile etc.) are to be submitted to the department head or any other person nominated by him. The employee needs to settle dues with all the departments and surrender all necessary documents.

**Competition Clause:** Competitors are defined as organizations marketing their Intellectual property, products and solutions similar to, or in direct competition to products, services offered by Intense. Partners include organizations that have collaborated with Intense for various requirements and have signed a "no hire" clause with Intense. In order to safeguard the Intellectual property at Intense, resigned employees are required to agree not to contact or join any competitor or partner for a minimum period of one year from the last date of employment at Intense.

**General:** During the course of your association with the organization, you will employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interests of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.

**Place of Posting and Transfer:** Place of posting is Chandigarh. During your employment with this company, you may be posted or transferred / attached to any other group Company of Intense or to any of the offices / subsidiaries / units / associate offices of the company to any town or city in India or abroad, at the sole discretion of the Management. While working in another branch/ group Company on transfer / attached position, you shall be entitled to emoluments and perks as applicable in the transferred / attached Company and for all purposes you shall be deemed to be employed in the company transferred/ attached.

**Misuse:** You are not authorized to use company email id/ internet access for any personal or private communication/ purpose. Use of personal laptops, data cards, pen drives, CD's, DVD's in office premises is strictly prohibited and is liable for confiscation. Use of company stationary for personal purpose is strictly prohibited.

**Moral Responsibility & Honesty:** You are expected to deal with Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed any time, without any prior notice if you are found guilty of gross indiscipline, fraud, and misappropriation or acting against the interests of the company.

**Other Employments:** During the period of your employment with the Company, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

**Exams / courses:** In case you intend to appear in some examinations or to attend some classes while working with Intense, you are required to obtain prior written permission for the same giving full details including time frame involved. You will undertake that it will not affect your duties and responsibilities as assigned by the Company.

n10s

Intense Technologies Limited  
A1, Vikramপুরi, Secunderabad - 500 009,  
Telangana, India  
T: +91 40 44558585 P: +91 40 27819040  
E: info@n10stech.com CIN = L30007TG1990PLCO1510  
Our Global Offices: | Dubai | Florida | London | Singapore

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

**Invention & Discoveries:** While employed with the company, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

**Medical Fitness:** You are required to maintain yourself in a state of medical / physical / mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case, your services are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.

**Secrecy:** You will not give anyone, by word of mouth, writing, facsimile or any device or otherwise any particulars or details, which you acquire during the course of your employment or our working systems, technical know-how, security arrangements, administrative, and / or organization matters of our establishment and our clients, whether confidential, secret or otherwise either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here-to fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company / person connected with the company.

While reporting for duty, kindly bring the following documents.

- Copies of all Certificates
- Four Passport Size Photographs
- Original and copy of Passport, Aadhaar Card & PAN Card
- Offer Letter and Relieving letter from present employer
- Latest salary certificate
- Address Proof

For INTENSE TECHNOLOGIES LIMITED

*Soumya*

Soumya Chaturvedi  
Sr. Manager - Human Resources

n10s

**Intense Technologies Limited**  
A1, Vikrampur, Secunderabad - 500 009,  
Telangana, India.  
T: +91 40 44558585 F: +91 40 27810040  
E: info@n10stech.com CIN: L30007TG1990PLC011510  
Our Global Offices: Dubai | Florida | London | Singapore

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

ANNUAL EARNING OPPORTUNITY (CTO)				
Name	Mujib Khan	Designation	Trainee Application Support Engineer	
Location	Chandigarh	LOB	Operations	
FIXED EARNINGS (PAYABLE MONTHLY)				
			Annual	Monthly
1	BASIC		72000	6000
2	DA		27000	2250
3	HOUSE RENT ALLOWANCE		63000	5250
4	CONVEYANCE		9000	750
5	LEAVE TRAVEL ALLOWANCE		4500	375
6	MEDICAL ALLOWANCE		4500	375
7	MOBILE ALLOWANCE		0	0
8	SPECIAL ALLOWANCE		0	0
TOTAL FIXED EARNINGS (A)			180000	15000
STATUTORY BENEFITS				
1	GRATUITY		5184	432
2	PROVIDENT FUND (EMPLOYER)		15120	1260
3	ESIC		5856	488
TOTAL STATUTORY EARNINGS (B)			26160	2180
VARIABLE ALLOWANCES (NOT APPLICABLE FOR ALL EMPLOYEES)				
k	LOCAL TRAVEL ALLOWANCE		0	0
l	FOOD ALLOWANCE / TOUR		0	0
m	CITY COMPENSATORY ALLOWANCE		0	0
ALLOWANCES (C)			0	0
MEDICAL BENEFITS				
1	MEDICAL INSURANCE		12000	1000
2	PERSONAL ACCIDENT INSURANCE		3000	250
MEDICAL BENEFITS (D)			15000	1250
COST TO COMPANY				
TOTAL (A+B+C+D)			221160	18430
IMPORTANT TERMS				
Statutory Earnings of the compensation are not paid out until later based on the fulfillment of conditions as prescribed by the prevalent law				
Shift Allowance/food Allowance are applicable to certain departments and would vary as per company policy				
Statutory deductions from Fixed Earnings: Professional Tax (upto Rs. 200), Employee PF from Salary (Rs. 1800) ESIC (if applicable @0.75 of gross) and income Tax if any will be deducted.				

In10s

Intense Technologies Limited  
 At: Vikrampur, Secunderabad - 500 009,  
 Telangana, India  
 T: +91 40 44558585 F: +91 40 27819040  
 E: Info@in10stech.com CIN - L300071G1990PLC011510  
 Our Global Offices: Dubai | Florida | London | Singapore

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



Dear Nandini,

**Welcome to our prosperous Appinventiv Family!**

I would like to start by thanking you for taking the time out to e-meet with us.

You have indubitably performed well in the interview, faring as the best fit for the applied position.

*On behalf of our company, it is with profound happiness that I inform you that you have been selected for the role of "Software Trainee/Engineer" based on your impressive interview.*

We have no reservations regarding your potential and competence and that you would continue to show the same zest and diligence towards your work, commitment towards the organization, and dedication in helping our company achieve excellence.

Upon joining us and receiving the official offer letter, you would be introduced to our organization's policies, procedures, and code of conduct, among other things.

Sending all the wishes your way for a prosperous and prolific career, here with us at Appinventiv Technologies - where we redefine experiences. As discussed, your annual compensation will be from 3.6 LPA to 4.2 LPA after completion of a six months training period.

Do not hold back in contacting us regarding any query; we are always available and happy to help!

Make sure to be available by - 10:00 AM, 27th September 2021.

**Please mail us all the below prominent documents required (Original and Photocopy) at the earliest in a zip folder format:**

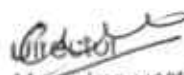
- All Educational Documents
- 2 copies of Pan Card and Aadhar Card
- 4 passport size photographs
- Please share original documents for verification purposes

Please fill below link at the earliest convenience for laptop delivery to your place & joining formalities.

**Joining Formalities Form: <https://forms.gle/VcYSSgfTaAvchGp7>**

**Note: For accepting the job opportunity, please revert us back within 24 hours of receiving this email.**

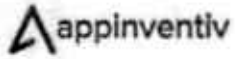
**Looking forward to this amazing partnership!**

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



**Niharika Rawat**

Asst. Manager HR  
HR | Appinventiv




120-4174793 | 8446182015

[niharika.rawat@appinventiv.com](mailto:niharika.rawat@appinventiv.com)

[www.appinventiv.com](http://www.appinventiv.com)

B - 25, Sector 58, Noida

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



Date: 18/05/2022

**OFFER LETTER**

MR NEEKET SINGH  
MIET, GREATER NOIDA

Dear Neeket,

We are pleased to offer you the post Associate Professional Software Engineer in SDAD Technology Pvt. Ltd, on the following terms & Conditions. Your salary will be CTC 3, 40,000 annually. You are kindly advised to report at SDAD TECHNOLOGY B 1, First Floor, Sec. 8, Noida (UP)

**OFFER VALIDITY:** This offer is valid for seven days from the offer date.

The following points outline the terms and conditions we are proposing:

- Title: Associate Professional Software Engineer
- Start Date: 01/07/2022, Monday
- Salary: CTC 3,40,000/- annually

As a part of your joining formalities, you need to submit following documents:

- 1) Copies of Certificates/Testimonials (Education)
- 2) No Objection certificate from college (if applicable)
- 3) Training Certificate
- 4) Adhaar Card (Mandate)
- 5) Copy of PAN Card (Mandate)
- 6) 4 Passport Size Photographs
- 7) Cancel Cheque /Rent Agreement

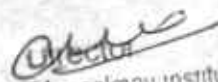
Please Sign a duplicate copy of this letter in confirmation of terms & conditions written herein above. We look forward to your joining in our company and wishing for your long association with us.

With Best Wishes

HR MANAGER  
Suhail Wahid Khan

I hereby confirm that I have been clearly explained the salary package. I accept the above mentioned terms & conditions offered to me,"

Name: Neeket Singh Signature: Neeket Singh  
Date: 20-5-2022

  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TR6

OCT 14, 2021

**OFFER OF EMPLOYMENT**

**Mr. Nikhil Madaan  
S/O Mr. Sandeep Madaan  
H-111 Sector 12 Noida, U.P**

Dear Nikhil,

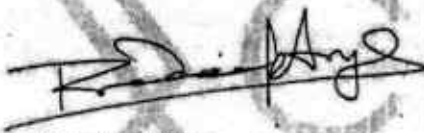
Congratulations!

We are pleased to welcome you as **Associate Software Engineer** in **Credex Technology Pvt. Ltd.**, subject to the Terms & Conditions mentioned below.

Your offer letter is enclosed.

This offer letter is valid for three working days from the date of sending this letter to you for your explicit acceptance. The offer will no longer be valid after the elapse of these three working days.

We look forward to the long term and mutually fruitful relationship.



Yours Sincerely,

For Credex Technology Pvt. Ltd

OCT 14, 2021

**OFFER LETTER**

We are pleased to welcome you as **Associate Software Engineer in Credex Technology Pvt Ltd**, subject to the Terms & Conditions mentioned below.

**1. APPOINTMENT DATE:**

Your start date will be July 01, 2022.

**2. REMUNERATION:**

You will be entitled for CTC (Cost To Company) package of **Rs. 5,00,000/-**

**3. LEAVE ENTITLEMENT:**

You will be entitled for the leave as per company policy.

**4. NON-DISCLOSURE AGREEMENT:**

The Company has a non-disclosure of any confidential and/ or proprietary information of the Company and their customers with anyone within and/ or outside the Company. Acceptance of this letter will mean the acceptance and abidance of the non-disclosure agreement acquired verbally or in written form, since the time you joined the Company. Any work done during your employment at Credex Technology, in terms of code development is an Intellectual Property of Credex Technology and its customers. You have no rights, whatsoever on the work done by you. You cannot disclose any confidential, technological or proprietary information that you gathered working at Credex Technology even after leaving the company for the next 3 years unless having a written explicit approval from the Company management. The Company reserves the right to initiate legal or any other recourse as deemed fit by the Company. You may be given a separate NDA document for explicit signature, however, the acceptance of this offer letter means that you are bound and will comply with the NDA clauses.

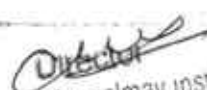
**5. TERMINATION OF SERVICES:**

Your employment will be subject to termination at any time without assigning any reason and by providing **60 days'** notice on either side. In case, of premature termination, no experience certificate will be issued. In case leave is required to be taken for personal reasons or unforeseen circumstances, it will be treated as leave without pay and the notice period may be extended at the discretion of the Company. Further, in case you leave without providing sufficient notice period, the Company reserves the right to deduct Salary including all other benefits for the insufficient period of notice from any payment that may be due to you. However, if your presence is required for completion of assigned tasks, you may not be relieved earlier than the expiry of your entire notice period. Violation of this would force the company to forfeit all your dues and take necessary legal action for any damages caused to the Company owing to your leaving without serving the entire notice period. The Company reserves the right to recover the loss incurred by Company by your insufficient notice.

You will be on a 3 months' Probation Period on the joining of the organization. During the probation period, you will be covered with the 60 day notice period clause, however, Company can decide to terminate your probation period by giving 60 days' notice with the reason. The reason of premature

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Address: C-56/ A-13, Ground Floor, Sector 62, Opposite Stellar IT Park, Noida, Uttar Pradesh 201309

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

**OCT 14, 2021**

**OFFER LETTER**

termination during the probation period from the company is the discretion on the company and you agree to abide by that.

You will not accept or perform any part time or other work whether honorary or remuneratory, without obtaining prior written permission of the Management. Violation of this would imply that the Company can charge you with financial damages and initiate legal action.

At any stage, within three years of your last working date at Credex Technology, you cannot join or consider any job offer from the existing or past clients of Credex Technology and their partner companies either directly or through a third party.

In the event of any act of Indiscipline and/ or unauthorized absence from work and/ or creating unreasonable hindrance in timely completion of the assigned task etc., the employment can be terminated at any time without providing any notice period. The decision of the Company shall be final and binding. In case of such termination of your employment, any consideration for settlement of accounts will be made only after you have ensured knowledge transition and returned all the properties of the Company, their customer and/ or any other material entrusted to your care.

We look forward to the continuation of a long and mutually rewarding relationship.




Yours Sincerely,

For Credex Technology Pvt. Ltd

---

Address: C-56/ A-13, Ground Floor, Sector 62, Opposite Stellar IT Park, Noida, Uttar Pradesh 201309

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

**CTC Break-up Sheet**

Name: Nikhil Madaan


Effective Date: July 01, 2022

You will be entitled for CTC package of Rs. 5,00,000 /- with the breakup details given below:

Salary Break-up		
Part A	Per Month	Per Annum
BASIC	10,800	1,29,600
HRA	5,400	64,800
CONVEYANCE	1,800	19,200
SPECIAL ALLOWANCE	3,800	45,600
<b>TOTAL (A)</b>	<b>21,800</b>	<b>2,59,200</b>
Part B	Per Month	Per Annum
PERFORMANCE INCENTIVE (PI)*	-	25,248
SPECIAL BONUS 1** (Dec 31, 2022)	-	50,000
SPECIAL BONUS 2** (Jun 30, 2023)	-	50,000
SPECIAL BONUS 3** (Dec 31, 2023)	-	1,00,000
<b>TOTAL (A+B)</b>	<b>21,800</b>	<b>4,84,448</b>
Part C	Per Month	Per Annum
EMPLOYER PF CONTRIBUTION	1,296	15,552
<b>COST TO THE COMPANY (A+B+C)</b>	<b>22,896</b>	<b>5,00,000</b>

**Notes:**

1. The above break-up is subject to change, without impacting the total committed CTC to meet the conformity with statutory laws or as per management discretion.
2. Your Basic Salary/ Allowances etc. may be subject to Income tax and TDS withholding as per Income tax rules and regulations.
3. The PF Contribution mentioned above is as per agreed terms.
4. \* PI - The payout of the PI is between 0-100% and is dependent on the company's evaluation of your performance. The performance evaluation for PI payout will be done during your next year appraisal provided you are employed with Credex Technology and have completed one year since the effective date and not serving the notice period.
5. \*\*Special Bonus - These one-time payouts are payable on the dates mentioned in the table, provided you are employed with Credex Technology and not serving the notice period on the mentioned date.

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

Prabal Sikarwar  
S/O Dharmendra Singh  
House No. B 15/142, Soro Katra,  
Shahganj, Agra, Uttara Pradesh - 282010

FCI/LOI/03/2022  
Date: 24-Mar-2022

**Subject: Offer Letter**

Congratulations!!

With reference to your application and subsequent interviews you had with us, we are delighted to extend this offer of employment for the position of "Software Trainee-GMC" at our "Noida" Office.

The terms & conditions of your employment are as follows:

- 1. DATE OF JOINING AND OFFICE TIMING:** You will be required to join on 4<sup>th</sup> April 2022 in our "Noida" office. Your minimum daily shift shall be of 09 hours. Shift timings & working days shall be governed by the exigencies of work and is subject to change as per business requirements.
- 2. SALARY:** You will be provided with an Annual CTC of INR 195,373 (Rupees One Lakh Ninety-Five Thousand Nine Hundred Seventy-Three Only). Please find the detailed salary (compensation details) structure in the attached Annexure. Post confirmation of your services, your Annual CTC shall be revised to INR 324,000 (Three Lakhs Twenty-Four Thousand).
- 3. Any change in the date of joining by you, should be informed to the company in writing, failing which the offer shall be deemed null and void. Further failure to appear for joining as per above mentioned date (without prior intimation) shall lead to make this offer null & void.**
- 4. This offer of employment is valid & open for your acceptance for the period of One Day from the date of its issue, after which it will be deemed to be automatically withdrawn; Company reserves the right to further extend the same in certain circumstances.**
- 5. This offer is subject to successful clearance of your previous employment background verifications that would be conducted to verify the education, personal and employment history provided by you.**
- 6. You will be entitled for following benefits: Company Paid Health Insurance, Company Paid Life Insurance, Company Paid Accidental Insurance. (Employee enrolled in ESI benefit won't be eligible for company health insurance)**
- 7. Till Confirmation you will be eligible for 1 Casual Leave for each month.**
- 8. Post Confirmation you will be eligible for 22 company paid leaves, which includes 15 earned & 7 casual leaves.**
- 9. You will be on a probation period for 6 months. During probation, FCI may terminate the employment at any time and for any reason or for no reason by giving advanced notice of 30 calendar days.**
- 10. Post confirmation, FCI may terminate your employment at any time and for any reason or for no reason by giving advanced notice of 60 calendar days. During or after probation Employees indulging in act of forcing/pressurizing/threatening "HR" for early releasing shall be liable for Termination or appropriate disciplinary action. After completion of 30 months of service, you will be eligible to terminate your employment after serving minimum 2 months' notice.**
- 11. During or After probation, in case of any of the following: Willful Misconduct/ Data or security breach attempts/ Indulging in sexual or mental harassment/ Theft / Non-disclosure of some serious medical problem or disability/ Dual Employment/ Absconding for more than 5 days/ Drug or Alcohol Possession at Work/ Damaging Company Property/ act of physical violence against a coworker/ Failure in background verification/ Insubordination/ Serious performance issues; Company reserves the right to "TERMINATE" employment without serving any notice & will not provide any experience letter.**
- 12. You will be on probation for a period of 06 (Six) months from the date of joining or will continue to be on probation unless confirmed in writing. This offer will stand cancelled in case of any incorrect information is provided by you and/or non-submission of required documents within 7 days of your joining.**
- 13. You are requested to send the copy of your resignation from present employer within three days after receiving this letter.**

For Friends Color Images Pvt. Ltd.

  
Vinay Khanna (CHIEF PEOPLE OFFICER)

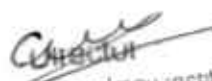
Accepted With Thanks

Prabal Sikarwar

Friends Color Images Pvt. Ltd.  
8175 Tower, Plot No. 9, 5th Floor  
Sector 125, Noida 201303 (UP) INDIA

+91 120 4787000  
info@fci-ccm.com  
www.fci-ccm.com

Regd. Office : 0-866 New Friends Colors  
New Delhi 110 025 India  
CIN: I2221204, F497777C, 181219

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



Annexure - FCI		
Name	Prabal Sikarwar	
Designation	Software Trainee - GMC	
Location	Noida	
DOJ	4-April-22	
Band	E4	
Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	15,113	181,356
Gross Salary	15,113	15,100
Deductions		
ESI-Employee Contribution	113	1360
<b>Net Salary*</b>	<b>15,000</b>	<b>179,996</b>
Perks/Benefits		
Gratuity **	727	8,723
ESI-Employer Contribution	491	5,894
<b>Total CTC</b>	<b>16,931</b>	<b>195,973</b>
<b>Terms:</b>		
Net Salary* All statutory deductions & TDS will be done from Net salary as per the applicable laws		
Gratuity** : Will be paid as per the Gratuity Act 1972.		
You will be eligible for Max 10 days of leave (unpaid) for your final examination purpose.		
Insurance benefits**** You are eligible for Life Insurance (5 Lakh) & Accidental Insurance (4 Lakh) benefits.		
Post confirmation of services, your CTC will be revised to 27000 per month.		
You will be eligible for Free Lunch* benefit by the company (the benefit is non cashable & can be discontinued at any given point of time on management's discretion)		
<b>FREELANCE/PART TIME/DUAL EMPLOYMENT is strictly prohibited</b>		
This is a permanent work from office position		

Net Salary\*: Total salary is subject to Income taxes as per Govt. of India, department of IT guidelines. Whatever will be your tax liabilities after your investments and deductions under the sections of taxes, the same amount of taxes will be deducted from your above salary under monthly TDS scheme and as per the guidelines laid down by Govt. of India, Department of Income taxes. Also, the statutory deductions like professional taxes as applicable to your work locations will be deducted from your above salary and will be deposited with the concerned Govt. agencies.

**The Salary package is confidential in nature and should not be disclosed to anyone else without HR and Department Head.**

Please Carry the below mentioned documents at the time of joining to facilitate smooth completion of your joining formalities.

a) Copies of your Educational certificates (including 10th, 12th, Graduation & Post graduation marksheet & certificates)
b) 2 passport sized Photographs
c) Original & Photocopy of your PAN Card, Aadhar card, License/Voter ID card/ Passport, Permanent & Temporary address proof
d) Salary Slips & Bank statements (last 3 months) from last employer
e) Copy of the relieving Letter from last employer
f) Form-16 / form 12BA from your last employer for last financial Year and for current financial year respectively
g) A cancel Cheque copy of your existing bank account (HDFC)
h) Your medical reports (if required & if suffering from medical issues)

**Undertaking and confirmation:**

I read and understood the above details and I also understood that the above communications superseded all previous verbal and written communications on my compensation and benefits. I further undertake that I have learnt and understood all that is written above, and I agreed to the above salary and other conditions of the offer. I do understand the written communications will be only eligible for any claims as this communication superseded all previous verbal and written communications for ever.

Signature of the Candidate/Employee: Date

PRINT NAME

Friends Color Images Pvt. Ltd.  
BITS Tower, Plot No. 9, 5th Floor  
Sector 125, Noida 201303 (UP) INDIA

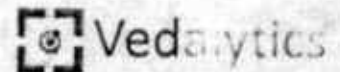
+91 120 4787000  
info@fci-cmi.com  
www.fci-cmi.com

Regd. Office : D-888 New Friends Colony  
New Delhi 110 025 INDIA  
CIN: U22212DL1997PTC0261209

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

## Vedalytics Software Solutions Pvt. Ltd.

Reg. Off.: 104-B, 2nd Floor, Arjun Nagar, New Delhi - 110029.  
Corp. Off.: 811, 8th Floor, Vijaya Building, 17, Barakhamba Road,  
Connaught Place, New Delhi - 110001.



Date: March 18, 2022

Sub: Offer Letter for the Post of Software Engineer

Dear Prashant Kumar,

We are pleased to welcome you to the Vedalytics family and offer you the position of Software Engineer. Your appointment will be in effect from March 23, 2022. You will be on probation for a period of six months.

As discussed, and agreed, you will be paid a Salary of Rs. 3,60,000/- The detailed breakup of the compensation is attached as Annexure A.

This appointment will be governed by the terms and conditions as indicated in Annexure B. You will also be governed by all the rules and regulations of the company applicable from time to time.

At the time of joining, we request you to bring the following original documents with photocopies.

1. Certificates / testimonials of your qualification & professional trainings.
2. Relieving and Experience certificates of last employer (If Applicable).
3. Last 2 months pay slip of your last employer (If Applicable).
4. Four passport size colour photographs.
5. Passport, if held. PAN details.

Your position is transferable across our clients in India and abroad. We look forward to working with you and hope you will find your employment at Vedalytics a rewarding experience.

We look forward to a long and meaningful relationship.

Yours Sincerely,

For, Vedalytics Software Solutions Pvt. Ltd.

*Ramakant Roy*

Ramakant Roy  
(HR Director)

### Declaration by the Employee:

I have read and understood the contents of this appointment letter along with the description provided in Annexure A & B and accept the terms and conditions of employment.

Dated: 18, March 22

*Prashant Kumar*  
Name & Signature

CIN: U93000DL2019PTC348977

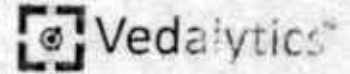
w: [www.vedalytics.com](http://www.vedalytics.com), e: [hr@vedalytics.com](mailto:hr@vedalytics.com)

pt: (+91 11) 23739579, m: +91 9958337302

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

# Vedalytics Software Solutions Pvt. Ltd.

Reg. Off.: 104-B, 2nd Floor, Arjun Nagar, New Delhi - 110029.  
Corp. Off.: 811, 8th Floor, Viliya Building, 17, Sarakhamba Road,  
Connaught Place, New Delhi - 110001.



## ANNEXURE A

Given below is the breakup of the Compensation and benefits package:

Components	Amount in INR	
	Monthly	Annual
Basic	15000.00	180000.00
Dearness Allowance	5000.00	60000.00
House Rent Allowance	4000.00	48000.00
Medical Allowance	5000.00	60000.00
Additional Allowance	1000.00	12000.00
-	-	-
-	-	-
<b>Total</b>	<b>30000.00</b>	<b>360000.00</b>


Dated:

Name & Signature

CIN: U93000DL2019PTC348977

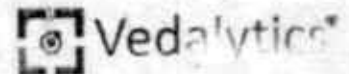
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Director  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 786

## Vedalytics Software Solutions Pvt. Ltd.

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Connaught Place, New Delhi - 110001.



### ANNEXURE B

#### Working hours, Salary payments & Leave eligibility:

1. The working hours will be as per the client's office timings. However, due to business exigencies employees may be required to work at different timings, which may be prescribed by the immediate reporting Manager from time to time. This is a position of continuous responsibility and does not entail payment of extra time or overtime.
2. Payments will be made directly to your bank account pursuant to our direct payroll deposit plan on the seventh working day of every month. All the payments made, are subject to the Income - tax Act, 1961 and the Income-tax Rules, 1962 and any amendments thereto. Payments are also subject to other statutory and agreed to deductions.
3. You will be entitled for leave as per the leave rules of the company

#### Code of Ethics and Business Conduct:

You are required to adhere to the Vedalytics Code of ethics and Business Conduct. By signing this letter of appointment, you are agreeing to thoroughly familiarize yourself with Vedalytics Code of Ethics and Business conduct and you are also agreeing to abide by it.

1. Employee should conduct himself / herself courteously and in the best interest of Vedalytics without favour or preference whenever one is dealing with Visitors, Clients, Contractors and co employees etc.
2. If any employee is unable to report for duty on time, he should inform his/her project manager in advance.
3. Employees are expected to dress appropriate to our business environment.
4. Employee needs to wear the identity cards, provided by the company at all times, during the office hours.
5. Employees are strictly expected to adhere to "No Smoking" policy inside the office premises.
6. Employees are expected to maintain decorum inside the office and Office etiquette.
7. All employees are required to make judicious use of the facilities, which include telephone, fax, e-mail, Internet, and/or any other resources provided to them.
8. No employee shall use any of the company resources for soliciting any kind of employment elsewhere or for personal use.

Vedalytics will communicate important information about its policies by way of electronic mail notification. By signing this letter of appointment, you agree to thoroughly review these policy communications and to abide by them without any deviations.

#### Solicitation of Employment & Business

During your tenure of employment with the company and for a period of one (1) year after separation, for any reason, whether with or without cause, you will not render professional services of the type provided by you during the term of employment with the company, directly or indirectly, as an employee, employee of a third party, consultant, or otherwise, to any person, firm or organization which is a past, current client/competitors of the company.

CIN: U93000DL2019PTC348977

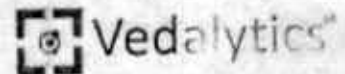
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*Director*  
Mangalmai Institute of Engineering & Technology  
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College Code-786

## Vedalytics Software Solutions Pvt. Ltd.

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Corp. Off.: 811, 8th Floor, Vijaya Building, 17, Barakhamba Road,  
Connaught Place, New Delhi - 110001.



During the term of employment with the company and for a period of one (1) year after separation for any reason, whether with or without cause, you will not, on behalf of yourself or any other person, corporation, or entity:

- (a) directly or indirectly solicit business from or call upon entities or individuals that are current clients or active prospects of the company for the purpose of soliciting, serving or selling services or products similar to those being developed, licensed, or marketed by the company or
- (b) recruit Vedalytics employees, or otherwise seek to induce such employees to terminate employment with the company or violate any agreement with the company.

### Confidentiality of Information:

As part of your employment with the company, you will be exposed to substantial amounts of technical, secret, critical and other information of the company as well as its clients and/or third parties. This information will be obtained by you or will be available to you; you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm, or company, or made public in any manner, except with the written permission of the company. You will therefore sign an Agreement of Confidentiality with Vedalytics. This clause is perpetual in nature and will be applicable during and after your employment by the company.

You are also required to strictly maintain the secrecy of and not to divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other person and in particular any employee of the company.

### Proprietary Information:

All the work carried out by you during your employment with the company shall, at all points of time, belong to the company and shall be, considered to be the Proprietary information of the company, (whether or not learned, obtained or developed solely by you or jointly with others). Where such work is carried out for a client of the company, the work shall belong to the company's client. Such Proprietary information and all Intellectual property rights therein shall remain the property of the company or its clients, and upon termination of employment or at any earlier time as requested by the company, you will immediately deliver all Proprietary information in your possession or control to the company.

You also agree to here by irrevocably and unconditionally assign to the company or its clients, all right, title, and interest worldwide in and to any work developed by you and all Intellectual Property Rights thereto, at the request of the company. You shall execute such documents in this regard as may be required for the purpose. In view of the above, you shall be called upon during your tenure with the company to execute one or more "Non-Disclosure Agreements" to this effect, based on business requirements.

### Dual employment:

You are expected to remain in duty throughout the business / working hours of the organization and be present in time for any meeting or get together scheduled by the company. You are a full-time employee, and you shall not engage yourself, directly or indirectly without prior consent in writing of the company.

With or without remuneration, in any trade, business, occupation, employment, service or calling which is similar, to or the same as that carried out by the company nor shall you undertake any activities which are contrary to or inconsistent either with your duties and obligations under this appointment or with the company's interests.

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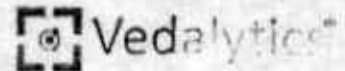
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Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code-786

## Vedalytics Software Solutions Pvt. Ltd.

Reg. Off.: 104-B, 2nd Floor, Arjun Nagar, New Delhi - 110029.  
Corp. Off.: 811, 8th Floor, Vijaya Building, 17, Barakhamba Road,  
Connaught Place, New Delhi - 110001.



### Training:

You may be selected and sponsored by the company for training assignments with company's associates or other institutions in India or abroad. You will diligently and beneficially, take part in such training and assignment. In such event, you will continue to serve the company after such training, for a minimum period of 6 months or such period as may be stipulated by Vedalytics.

### Travel and overseas assignments:

You may be required to undertake travel on company work during the course of this employment. Further, in the event of the company deputation you to a foreign country, either for business, training, higher education or on any assignments, you shall furnish a bond backed by a surety, undertaking inter-alia the following:

That you will not resign, abandon, desert or unauthorized absent yourself during the period of your deputation abroad.

That you will neither seek nor accept appointment, consultancy or business for anybody or any third party except for the company, during the period of your deputation abroad.

### Transfer:

You are liable to be transferred from one job to another job or from one department to another department or from one establishment to another establishment or one location to another location (our client site both in India and abroad) without assigning any details/reasons or explanation. You shall do such other work, which will be assigned to you by the Management from time to time. Any such changes in assignment or transfer will not automatically entitle you to any additional remuneration, allowance, compensation, or other sum in respect thereof.

It is also expressly agreed to by and between us that the company shall be entitled to loan or transfer your services, provisionally for any duration or permanently, wholly or partly to any company which is an associate, affiliate, successor, assign or subsidiary or principal contractor to, or the latter having a controlling interest in the said company.

### Separation:

In the event of separation/resignation/abandonment of your services with the company, a mandatory notice period of 3 (Three) months would have to be given by you, unless the company agrees to a shorter notice period. Depending on the client requirements, waiving, or shortening or extending the notice period will be at the discretion of the management. You cannot avail leave of absence during this period, and you need to serve full term of notice period of 30 days. If you are availing leave during the notice period, the said notice period gets extended by the number of days of such leave.

- Notice period is meant to ensure completion of jobs already taken, transfer of ongoing jobs, smooth transition and to provide for time to get a suitable replacement. Failing to fulfill this commitment and purely at the discretion of the employer, you will be required to pay to the company without demur, and on demand, a sum not exceeding 3 (Three) months basic salary as was being received by you at the time of the said notice, as compensation. In the same manner, if the company wants to dispense with your services without a notice or with a notice shorter than the stipulated notice period, the company shall be 811, 8th Floor, Vijaya Building, 17, Barakhamba Road, Connaught Place, New Delhi

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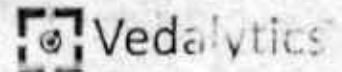
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*Arundh*  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code: TAE

## Vedalytics Software Solutions Pvt. Ltd.

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Corp. Off.: 611, 8th Floor, Vijaya Building, 17, Barakhamba Road,  
Connaught Place, New Delhi - 110001.



- 110001. CIN: U93000DL2019PTC348977 liable to pay you basic salary in lieu of the notice or the shorter notice, as compensation.

- Notwithstanding anything to the contrary contained herein, the company shall be entitled to forthwith terminate your appointment without any notice or payment of any kind whatsoever in lieu of notice or otherwise in case of:
  - Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein.
  - Any information provided to the company in the application for employment or during the course of your employment is found wrong and it is discovered that you have intentionally provided wrong information.
  - If you are released on the ground of non-performance or termination or an untenable act,
  - Your last working day at the client's place will be the last working day at Vedalytics.
- Failure of Background Verification.
- Required NOC (NO OBJECTION CERTIFICATE) from college in case of appearing for the final year examination of Graduation/ Engineering.
- On separation, you will immediately hand-over, to the appropriately designated authority within the company, all information or data or documentation that has come into your custody as a result of your association with the company. The company reserves its right to accept your resignation and relieve you of your duties in the event that any bond executed by you as herein above contemplated is yet to lapse.
- Please take note that all sums paid to you such as joining bonus, relocation expenses, travel expenses for relocation, initial accommodation expenses and recruitment charges paid to consultants are liable to be recovered from your salary/final settlement in the event of your resigning from the services of the company within 3 (three) months from the date of joining.
- You will not be eligible for any relieving, experience, salary certificate and employment references if you resign from the services of the company within 6 (Six) months from the date of joining.
- You will retire from the services of the company on completion of 60 (Sixty) years of age. Any extensions granted thereafter will be at the sole discretion of the Management.


Dated:

Name & Signature

CIN: U93000DL2019PTC348977

w: [www.vedalytics.com](http://www.vedalytics.com), e: [hr@vedalytics.com](mailto:hr@vedalytics.com)

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

Date: 19<sup>th</sup> October, 2021

## Offer Letter

Dear Mr. Rahul Pratyush,

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 11<sup>th</sup> November 2021. Your internship is expected to end on 30<sup>th</sup> June 2022.

**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

*C. K. S. K.*  
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.

Rahul Pratyush Name Rahul Signature 20/10/2021 Date

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

Chakraborty  
Kangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code - RF

Mr. Rahul Ranjan  
Q.No. - L-19 Near ACC Gate Sindri Saharpura Dhanbad Jharkhand

Date: 23<sup>rd</sup> September, 2021

## INTERNSHIP LETTER

This is with reference to the interview held with you, we are pleased to issue you the letter of intent with Ginger Webs, the details of which are as under:

Position	:	Business Development Executive
Department	:	Institutional Sales
Date of Joining	:	27 <sup>th</sup> September, 2021
Location	:	Noida
Reporting To	:	Major Account Manager

This offer letter is subject to the following conditions:

1. Certificates of qualification (Original and Photocopy)
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all documents

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of internship, without assigning any reason what so ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post. There is a time commitment of 1 year post completion of the internship.


Your period of internship will be for 6 months and your monthly stipend would be Rupees 15000/- (Rupees Fifteen Thousand Only). Deductions for Employee Welfare are as applicable.

We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of Ginger Family.

We look forward to welcome you aboard.

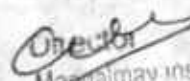
For Ginger Webs Pvt. Ltd.

Accepted & Agreed

  
VP- HR & Corporate Strategy

  
Signature & date

24/09/2021

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



Date: 18/05/2022

**OFFER LETTER**

MR RAKESH KUMAR YADAV  
MIET, GREATER NOIDA

Dear Rakesh,

We are pleased to offer you the post **Associate Professional Software Engineer** in **SDAD Technology Pvt. Ltd.**, on the following terms & Conditions. Your salary will be **CTC 3,40,000 annually**. You are kindly advised to report at **SDAD TECHNOLOGY B 1, First Floor, Sec. 8, Noida (UP)**

**OFFER VALIDITY:** This offer is valid for seven days from the offer date.

The following points outline the terms and conditions we are proposing:

- **Title: Associate Professional Software Engineer**
- **Start Date: 01/07/2022, Monday**
- **Salary: CTC 3,40,000/- annually**

As a part of your joining formalities, you need to submit following documents:

- 1) Copies of Certificates/Testimonials (Education)
- 2) No Objection certificate from college (if applicable)
- 3) Training Certificate
- 4) Adhaar Card (Mandate)
- 5) Copy of PAN Card (Mandate)
- 6) 4 Passport Size Photograph
- 7) Cancel Cheque /Rent Agreement

Please Sign a duplicate copy of this letter in confirmation of terms & conditions written herein above. We look forward to your joining in our company and wishing for your long association with us.

With Best Wishes

HR MANAGER  
Suhail Wahid Khan

I hereby confirm that I have been clearly explained the salary package. I accept the above mentioned terms & conditions offered to me.\*

Name..... Rakesh Kumar Yadav ..... Signature..... Rakesh .....

Date..... 20/5/22 .....

*C. U. Singh*  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code: TRF

## APPOINTMENT LETTER


January 25, 2022

Dear Ramit Dhiman,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

  
Mangalay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code: TR6

## 2. Compensation:


You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

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

- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.


- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

#### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ("Policies") as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

#### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

  
Director  
Mangalamba Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
(College Code: TR6)

- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

iii. Any existing employee to become associated with, or perform services of any type for any third party.

- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

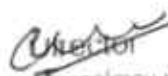
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

#### 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

#### 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not

  
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accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

**9. General:**


This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
  - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

**10. Training Agreement:**

  
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As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### 11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

#### 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.


Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,



Aparna Shallen  
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

  
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I shall be reporting for duty on

**ANNEXURE I**

**DECLARATION ON CONFLICT OF INTEREST**


Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

**Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

  
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Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

- a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c. Unauthorized disclosure or communication of UPSI.
- d. Procuring any UPSI from others


3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).

#### ANNEXURE II

#### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Ramit Dhiman, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ("Wipro") for the following purposes:

  
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- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

**ANNEXURE III**

**SALARY OFFER SHEET**

**Name: Ramit Dhiman**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	800
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>

*(Signature)*  
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Total Cost to Company per annum

3,50,004

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for p

Apart from the standard salary components, Project Engineers are also entitled to the following unique Company Benef

- Onetime interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

#### ANNEXURE - IV

##### Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000*
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000 - 2,50,000

Please note the (terms and conditions):

- The special bonus is subject to:
  - you being active in the services of the company through to retention date as applicable
  - your employment has not been terminated for poor performance or for cause prior to retention date
  - you have not resigned voluntarily or abandoned your job as of the retention date
- Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- In the event of your repatriation to a location outside your base location, at the time of bonus

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processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

#### ANNEXURE - V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

#### ANNEXURE - VI

##### Variable Pay - A BRIEF OVERVIEW

##### Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:


For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWpro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

#### SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

  
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### Basic, Additional Allowance and Bonus

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is a basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### 1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### 2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### 3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### 4. Education Allowance:


An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

#### 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

### Retirement Benefits:

It consists of:

  
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- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

#### Travel, Accommodation, Food & Other Miscellaneous Expenses

##### Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

##### Accommodation, Food & other Miscellaneous Expenses


- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

#### SUMMARY SOCIAL SECURITY & OTHER BENEFITS\*

##### Medical

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be

  
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prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.


#### Loans:

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

#### 1. Your Life and Accident Cover :

  
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- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.


A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs. 1,50,000 per annum, member employee will have an option to restrict the contribution to Rs. 1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs. 1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

  
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Document #: uc/2021/emp\_04/10

Document date: 08/10/2021

### OFFER LETTER

Dear Rohit Kumar S/O Mr. Arvind Kumar  
Address - Haldwani, Gautam Buddha Nagar, UP, 201301.

Welcome to uCertify Training and Learning Pvt. Ltd. ("uCertify"). We are pleased to welcome you to our team of talented and dedicated professionals, committed to working together to take our company to great heights. uCertify is committed to providing a positive and safe working environment with tremendous opportunities to learn and grow. If you share our passion for learning and hard work, we commit to your growth and success. We place the highest emphasis on nurturing talent and are excited to have you on board. You will get a lot out of uCertify, and we hope you will make use of the many opportunities to give your best and help uCertify grow to even greater heights.

You will start the uCertify training program starting on **18th October 2021** at Noida Office as a **Trainee - Web Application Developer**.

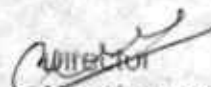
If you have any questions, either your manager or the uCertify leadership team would be happy to discuss them with you. Please keep a copy of the Agreement for your records.

Please be sure to review them carefully and sign. Once again, congratulations and welcome to uCertify!

Sincerely,

Senior Office Head  
uCertify Training & Learning Pvt Ltd.

### TERMS OF EMPLOYMENT

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

This statement of Terms of Employment forms part of the Contract of Employment ('Contract') between Rohit Kumar and uCertify Training and Learning Pvt Ltd. ('Company') This contract will be effective from the date on which you will be starting employment with us. The Company reserves the right to add, modify or remove any terms and conditions of its employment policies and procedures from time to time which shall be binding on you.

**1. DESCRIPTION OF EMPLOYEE'S DUTIES:**

Your Role title will be Trainee and your Level will be Entry as per the Company Career Framework. Your role title will remain as Trainee until your performance is satisfactory. Subject to the supervision and pursuant to the orders, advice, and direction of the employer, employees shall perform such duties as are customarily performed by one holding such position in other businesses in the industry. These duties and responsibilities are subject to be changed or modified at the discretion of the employer.

**2. SALARY & COMPENSATION:**

Your Annual Cost to the Company (CTC) is INR 368,600/- after successfully completing the training which will be paid to you monthly in your nominated Bank Account on the 10th day of each month. All taxes in respect of your Income, including income and professional tax, will be deducted from your salary and the salary will be credited to your account. Salaries will be reviewed as per the annual salary review guidelines. If you are on long leave before the salary distribution date, we may put your salary on hold.

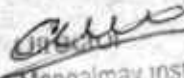
**3. HOURS OF EMPLOYMENT:**

Your hours of employment will be nine hours per day five days a week or as required by the company. Shift start time and working hours are subject to change as per the requirement of the company.

**4. PROBATIONARY PERIOD:**

You will be on probation for an initial period of twelve months including the training period. This period may be extended at the absolute discretion of the company. You would be deemed to be on probation until you receive written communication confirming the successful completion of your probationary period. During probation or at any time before such written communication, the company reserves the right to terminate your employment immediately and without notice.

**5. SERVICE BOND:**

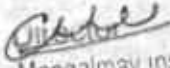
  
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Employee shall at all times faithfully, industriously, and to the best of his/her ability, experience, and talent, perform all duties that may be required of and from him pursuant to the express and implicit terms hereof, to the reasonable satisfaction of employer.

1. The Company has selected the candidate to work as a full-time employee. The employee is expected to effectively carry out the official responsibilities assigned to him/her.
2. The employee, on joining the Company, will be required to execute a bond along with a surety of INR 25,000/- in addition to a high school mark sheet or Bank Guarantee as collateral security to serve the Company for a minimum period of 24 months (including Training Period & excluding leaves) from the date of joining, in consideration of the Company incurring and bearing all the expenses involved in the said specialized training.
3. This bond will be applicable after 7 days from the joining date.
4. If an employee is absent for 15 days without any prior information, it will be automatically deemed to be a resignation from the employee and his/her bank guarantee will be seized by the company.
5. Ethical behavior or conduct issues of the employee shall be under the observation of the company and on its failure, his/her employment may be terminated, and in its redemption his/her bank guarantee will be seized by the company.
6. During employment any mission, project, or work done by the employee will be the property of the company.
7. Experience certification will only be provided if the employee has successfully completed the bond period and completed all exit processes.
8. After the successful completion of 24 months of the said bond period, the bank guarantee/bank security of the employee will be returned to the employee.
9. **To retain the employee, the employer will pay a retention bonus of Rs. 48000 after the employee successfully completes his 2 years term (including training period but excluding the leaves taken). The amount of retention bonus is included in CTC. To be clear, this bonus will only be given after two years of employment and never before.**
10. Any and all disputes arising from this Agreement will be settled or resolved under "Jurisdiction of Allahabad Courts" Only.

#### **6. TERMINATION OF SERVICES & NOTICE PERIOD:**

After Satisfactory completion of your probationary period and confirmation in writing, your employment can be terminated by yourself, assigning valid reason, by giving two months notice (excluding leaves, holidays, or absence for any reason) to the company and after submitting the breaching amount as per the signed service bond.

  
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College Code-786

Notwithstanding the foregoing, the Company has the right to terminate your services by serving upon you two months' notice (excluding leaves and holidays) or by payment of two months' basic salary in lieu thereof. The Company reserves the right to waive off the notice period and payment of salary in lieu thereof.

#### **7. Training Policy:**

1. Training will be conducted by our training provider uCertify Academy Pvt. Limited.
2. The average training duration is three months. Leaves are very strongly discouraged during this period.
3. Trainees who have taken more than 3 leaves during the training period will have to go through the HR round for continuing the training.
4. Training may involve any or all of the following. Assignments, b. Projects/Missions and c. On-the-job training. In some cases, we may put you on additional projects and modify your assignments.
5. If you are unsuccessful in the area in which you were hired, the Company retains the right to consider you for a different area. This may add two months to your training. You will be provided with a stipend during these additional two months.
6. The training stipend is based on your performance. If you are qualified for a technology allowance, you will receive Rs. [14,000.00] per month in stipend.

#### **8. BACKGROUND VERIFICATION:**


The Company further reserves the right to conduct a background verification during your probation period on the information supplied by you during your selection process and if upon verification, at the time of appointment or at a later date, it is found that you have furnished wrong information, your services with the Company will be liable to termination without giving any notice or salary in lieu thereof and employee will be liable to return the salary, benefits and training costs.

#### **9. DRESS CODE:**

It is expected that employees appreciate the importance of proper behavior and appearance in business life and they ensure their dress, grooming, and appearances are appropriate for professional business life. Your dress, grooming, and appearance should reflect favorably upon other team members in the Company. Employees are expected to adhere.

#### **10. PERFORMANCE MANAGEMENT:**

Your performance within the Company will be managed through the Performance Development Program (PDP) process. It is an opportunity to gain feedback on performance as well as planning career progression. This is done by asking employees to participate in

  
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an annual review meeting with informal reviews at appropriate intervals.

**Note:** Salary appraisal is done only once a year during the month of July every year. You must be a full-time employee (including probation period but not including the training period) for at least one year to be eligible for the Performance Review.

**11. LEAVES:**


You would be entitled to leave as per Company policy, as applicable.


**12. BENEFITS:**

You will be entitled to benefits during the course of your employment in the Company subject to the rules of the Company.

<ol style="list-style-type: none"><li>1. Amazing Learning Opportunities</li><li>2. Use of any uCertify courses</li><li>3. 14 Holidays per year</li><li>4. 5 day work week</li><li>5. Interest-Free Laptop Loan</li><li>6. Promotion from within</li><li>7. Employee Referral Program</li><li>8. World-Class Work Environment</li><li>9. High-Speed Internet</li><li>10. Retention Bonus</li></ol>	<ol style="list-style-type: none"><li>11. Fun At Work- Parties, Trips, Celebrations</li><li>12. Open Door policy</li><li>13. Professional Work Environment</li><li>14. Supportive Management</li><li>15. Medical Insurance</li><li>16. Employees Provident Fund</li><li>17. Maternity Leaves - 12 Weeks</li><li>18. Paternity Leaves - 1 Week</li></ol>
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**Note:** Candidates working from home must have a minimum internet speed of 5 MBPS with a good backup connection before joining, failing in that will affect your technology allowances. Any day you are unable to work because of poor internet connection will be considered as non-paid leave and will affect your employment.

<b>Agreed and Accepted:</b>	<b>Signature:</b> 
<b>Date:</b> 12/11/2021	<b>Printed Name:</b>

  
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(College Code-786)



**KELLTON TECH**

CIN NO. U73200GUPWPLCHARR1888 KELLTONTCH

Date: 23rd March 2022

To,

Mr. S Arshil Aziz  
Mangalmay Institute

Subject: Offer Letter

Dear Arshil,

Based on your interview with subsequent discussions, we are pleased to appoint you as a "Trainee - Software Development" in our organization on the following terms and conditions:

1. You will be getting stipend of Rs. 12,000/- per month during the 6 months training period.
2. You are required to join us on or before 23rd March 2022 at 10:00 AM, failing which this offer will be treated as cancelled.
3. You will be based at our Gurgaon office in India. You should be prepared to work anywhere in India or abroad without claiming any extra remuneration for such transfers. The Company reserves the right to transfer you to any office, department or establishment forming a part of our Company or any establishment wherever our company will be having interest.
4. In case of further clarifications, please communicate with the HR department, and quote the reference as above.
5. Without Prejudice, please note that Kellton Tech Solutions Limited reserves the right to withdraw this offer made to you, before receipt of your acceptance of the same, without providing any reasons to you.
6. If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such a case, your services with the company will be liable to termination.

We welcome you to Kellton Tech Solutions Limited and look forward to a long and mutually beneficial association.

For Kellton Tech Solutions Limited

*Megha Thakur*



(Megha Thakur)

Senior Manager - Human Resources

Plot No. 404-405, 6<sup>th</sup> Floor, Labs Centre, Udyog Vihar, Phase III, Gurugram-122016, Haryana, India Ph: 124-4698949/Email: info@kelltontech.com  
Regd. Office: Plot No. 1367, Road No. 45, Jubille Hills, Hyderabad - 500033, Telangana, India

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





**KELLTON TECH**

COLLEGE ADDRESS: PLOT NO. 1367, ROAD NO. 45, JUBILEE HILLS, HYDERABAD - 500033, TELANGANA, INDIA

## Annexure

### CHECKLIST OF DOCUMENTS

At the time of joining, you are requested to submit the copies of the following documents:

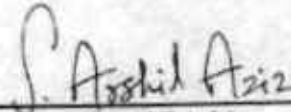
1. Certificates supporting your educational and professional qualifications along with marks sheets (10 + 12 + Graduation + Post Graduation + Course Certifications)
2. Digital Passport Size color photographs of a recent date.
3. Photo Copy of Pan Card (Mandatory).
4. Valid Passport, Aadhar Card and/or Election Commission Card (Mandatory).
5. Bank Guarantee Original Document (Mandatory).

### DECLARATION

This is to certify that I have read and understood all the above terms and conditions mentioned in Annexure A and I hereby accept and agree to abide by them. I will be reporting for duty on 23rd March 2022.

Date:

Signature:

  
(S Arshil Aziz)

Plot No. 404-405, 6<sup>th</sup> Floor, Labs Centre, Udyog Vihar, Phase III, Gurugram-122016, Haryana, India Ph: 124-4898949/Email: info@kelltontech.com  
Regd. Office: Plot No. 1367, Road No. 45, Jubilee Hills, Hyderabad - 500033, Telangana, India



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(College Code 786)

20 Jun 2022  
Ref: INTENSE/HR/AL/06-22/2022-23

Saddam Hussain  
Chandigarh

**SUB: APPOINTMENT LETTER**

Dear Saddam Hussain,

From all of us at Intense Technologies Limited (the Company), we are pleased to offer you employment as "Trainee Application Support Engineer" from 24 June 2022. Your base location will be Chandigarh, under the guidance of the Manager, currently Nitin Mishra. You agree that Intense may change your role from time to time and you agree to undertake such additional or alternative duties for the Company and/or any Group Company, without additional remuneration, as the Company may reasonably require. The Company reserves the right to withdraw this offer until your acceptance of this offer.

**Remuneration & Probation:** After you have joined Intense Technologies Limited, you will be undergoing the corporate Induction program that includes orientation towards the working conditions, etiquette and culture of our company and its associates. As part of this corporate program, if necessary, you may also be provided with some training to further enhance your skill-set. After successful completion of the corporate program and commencement of your work, you will be under mandatory probation for six months during which your performance would be closely monitored. Revision of salary would be done upon successful completion of 12 months from the date of joining depending upon the nearest Appraisal Cycle of the organization. Your compensation in terms of CTC would be 221160 /- (Rupees Two Lakhs Twenty One Thousand One Hundred and Sixty Only) which leads to a monthly Gross of Rupees 15000 /- (Rupees Fifteen Thousand Only) as detailed in the CTC Format-Pg 4. Your individual remuneration is purely a matter between yourself and Intense Technologies Limited and has been arrived on the basis of your job, skills specific background and professional merit. It is our policy that each employee maintains this information and any changes made therein from time to time as personal and confidential. Failure to adhere to this policy may result in termination of employment and are subject to change without any notice at discretion of the company and might even lead to legal actions. Please sign adjacent to this point so as to agree that you read and understood the above clause.

**Payroll:** Intense Technologies Limited shall contribute the Employers share only towards Provident Fund, ESI, and Insurance. Employees need to pay their share of provident Fund, ESI, Professional Tax, Income Tax and any other statutory charges, Taxes, Fees as per Government policies wherever applicable. The salaries are paid by the 5th of subsequent month.

**Confirmation Rules and Regulations:** On successful completion of Probation, you will be confirmed in the service, which will be intimated to you in writing and consequently during probation your services will be governed by the Service Rules and Regulations which may be brought in force or amended from time to time, as applicable to all confirmed employees of the company.

**Leave and Attendance:** Employees are entitled for leaves as detailed below:

Employment Status	No of leaves Per Month	Comments
Probation	2 Days	Leaves taken in 1st Month will be a LOP
Confirmed	2.5 Days	Employees are entitled for Compensatory Leave for working on week-offs and holidays. Employees can accumulate up to a maximum of 45 days leaves at a given point of time.

Employees will be given 13 holidays in a calendar year, which will be published by Human Resource team

**In10s**

Intense Technologies Limited  
A1, Vikrampur, Secunderabad - 500 009,  
Telangana, India  
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E : info@in10stech.com CIN - L30007TG1990PLC011510  
Our Global Offices | Dubai | Florida | London | Singapore

www.in10stech.com

*(Signature)*  
Kannam Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
ICDUP CODE 786

**Service Contract:** The notice period required to be given before discontinuation of service is two months or Two-month's salary in lieu thereof, at the sole discretion of the company.

**Exit Formalities:** Intense Technologies Limited is an at-will employer, and, as such, the employee may choose to resign from his job by giving at least two months written notice to his/ her reporting head and it should be accepted before his/ her relieving. Resignation letter sent through email, fax, sms are not accepted. Similarly Intense Technologies Limited may terminate employment at any time with two weeks of written notice unless it is owing to employee performance issues in which case it is immediate. All assets (laptop, mobile etc.) are to be submitted to the department head or any other person nominated by him. The employee needs to settle dues with all the departments and surrender all necessary documents.

**Competition Clause:** Competitors are defined as organizations marketing their Intellectual property, products and solutions similar to, or in direct competition to products, services offered by Intense. Partners include organizations that have collaborated with Intense for various requirements and have signed a "no hire" clause with Intense. In order to safeguard the Intellectual property at Intense, resigned employees are required to agree not to contact or join any competitor or partner for a minimum period of one year from the last date of employment at Intense.

**General:** During the course of your association with the organization, you will employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interests of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.

**Place of Posting and Transfer:** Place of posting is Chandigarh. During your employment with this company, you may be posted or transferred / attached to any other group Company of Intense or to any of the offices / subsidiaries / units / associate offices of the company to any town or city in India or abroad, at the sole discretion of the Management. While working in another branch/ group Company on transfer / attached position, you shall be entitled to emoluments and perks as applicable in the transferred / attached Company and for all purposes you shall be deemed to be employed in the company transferred/ attached.

**Misuse:** You are not authorized to use company email id/ internet access for any personal or private communication/ purpose. Use of personal laptops, data cards, pen drives, CD's, DVD's in office premises is strictly prohibited and is liable for confiscation. Use of company stationary for personal purpose is strictly prohibited.

**Moral Responsibility & Honesty:** You are expected to deal with Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed any time, without any prior notice if you are found guilty of gross indiscipline, fraud, and misappropriation or acting against the interests of the company.

**Other Employments:** During the period of your employment with the Company, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

**Exams / courses:** In case you intend to appear in some examinations or to attend some classes while working with Intense, you are required to obtain prior written permission for the same giving full details including time frame involved. You will undertake that it will not affect your duties and responsibilities as assigned by the Company.

In10s<sup>™</sup>

Intense Technologies Limited  
A1, Vikramপুরi, Secunderabad - 500 009.  
Telangana, India  
T: +91 40 44558585 F: +91 40 27819040  
E: info@in10stech.com CIN - L30007TG1990PLC01151D  
Our Global Offices | Dubai | Florida | London | Singapore

www.in10stech.com

*U. Kishor*

Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TR6

**Invention & Discoveries:** While employed with the company, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

**Medical Fitness:** You are required to maintain yourself in a state of medical / physical / mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case, your services are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.

**Secrecy:** You will not give anyone, by word of mouth, writing, facsimile or any device or otherwise any particulars or details, which you acquire during the course of your employment or our working systems, technical know-how, security arrangements, administrative, and / or organization matters of our establishment and our clients, whether confidential, secret or otherwise either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here-to fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company / person connected with the company.

While reporting for duty, kindly bring the following documents.

- Copies of all Certificates
- Four Passport Size Photographs
- Original and copy of Passport, Aadhaar Card & PAN Card
- Offer Letter and Relieving letter from present employer
- Latest salary certificate
- Address Proof

For INTENSE TECHNOLOGIES LIMITED

*Soumya*  
Soumya Chaturvedi  
Sr. Manager - Human Resources

**In10s**

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A1, Vikrampur, Secunderabad - 500 009,  
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*Director*  
Mangal Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
(College Code 786)

ANNUAL EARNING OFFER SCHEDULE (CTC)				
Name	Saddam Hussain	Designation	Trainee Application Support Engineer	
Location	Chandigarh	LOB	Operations	
FIXED EARNINGS (PAYABLE MONTHLY)				
			Annual	Monthly
1	BASIC		72000	6000
2	DA		27000	2250
3	HOUSE RENT ALLOWANCE		63000	5250
4	CONVEYANCE		9000	750
5	LEAVE TRAVEL ALLOWANCE		4500	375
6	MEDICAL ALLOWANCE		4500	375
7	MOBILE ALLOWANCE		0	0
8	SPECIAL ALLOWANCE		0	0
TOTAL FIXED EARNINGS (A)			180000	15000
STATUTORY BENEFITS				
1	GRATUITY		5184	432
2	PROVIDENT FUND (EMPLOYER)		15120	1260
3	ESIC		5856	488
TOTAL STATUTORY EARNINGS (B)			26160	2180
VARIABLE ALLOWANCES (NOT APPLICABLE FOR ALL EMPLOYEES)				
k	LOCAL TRAVEL ALLOWANCE		0	0
l	FOOD ALLOWANCE / TOUR		0	0
m	CITY COMPENSATORY ALLOWANCE		0	0
ALLOWANCES (C)			0	0
MEDICAL BENEFITS				
1	MEDICAL INSURANCE		12000	1000
2	PERSONAL ACCIDENT INSURANCE		3000	250
MEDICAL BENEFITS (D)			15000	1250
COST TO COMPANY				
TOTAL (A+B+C+D)			221160	18430
IMPORTANT TERMS				
Statutory Earnings of the compensation are not paid out until later based on the fulfilment of conditions as prescribed by the prevalent law.				
Shift Allowance/food Allowance are applicable to certain departments and would vary as per company policy				
Statutory deductions from Fixed Earnings: Professional Tax (upto Rs. 200), Employee PF from Salary (Rs. 1800) ESIC (if applicable @0.75 of gross) and Income Tax if any will be deducted.				

**In10s**

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

Date: 18<sup>th</sup> September, 2021

Mr. Sarthak Mishra  
709, R.K. Puram sector-1 New Delhi -110022

### INTERNSHIP LETTER

This is with reference to the interview held with you, we are pleased to issue you the letter of Intent with Ginger Webs, the details of which are as under:

Position	:	Business Development Executive
Department	:	Institutional Sales
Date of Joining	:	27 <sup>th</sup> September, 2021
Location	:	Noida
Reporting To	:	Major Account Manager

This offer letter is subject to the following conditions:

1. Certificates of qualification (Original and Photocopy)
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all documents

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of Internship, without assigning any reason what so ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post. There is a time commitment of 1 year post completion of the Internship.

Your period of Internship will be for a year and your monthly stipend would be Rupees 15000/- (Rupees Fifteen Thousand Only). Deductions for Employee Welfare and Gratuity are as applicable.

This stipend includes 20% variable amount which will be subject to 50 % completion of targets.

In addition to the above, you will be eligible for Incentives of Rs. 32,400 per annum, which will be disbursed subject to 100% completion of your target each month.

We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of Ginger Family.

We look forward to welcome you aboard.

For Ginger Webs Pvt. Ltd.

Accepted & Agreed.

VP- HR & Corporate Strategy

Sarthak  
Signature & date

20/09/2021

Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code: 78F

Ref: MLASA011/04/22

Date: April 12, 2022.

An Intent To Offer

Dear Ms. Shalini Singh,

Congratulations on successfully completing your interview process with MapleLabs and upon our assessment, we have found your skills and competencies relevant to our requirements.

We intent to offer you a full-time employment with MapleLabs Solutions Pvt Ltd with the following terms and conditions.

1. You will be Designated as Associate Software Engineer in Grade G1. You are expected to report on July 04, 2022, through Virtual onboarding process/in person not later than 9:30:00 AM.
2. Your base work location will be Bangalore. You are entitled to work remotely until we resume work from office.
3. You will be entitled to a compensation of Rs.4,75,000

Benefits

- You will be entitled for 18 days of paid leaves and 8 days of casual leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays
- Covid wellness: 5 days (Temporary benefit in lieu of Covid situation)
- Paid Paternity Leave: 5 days, Paid Condolence Leave: 5 days
- You and your family (1 spouse and 2 children) will be covered under Group Mediclam and Group Personal Accident policies without any cost to you
- Parental medical policy is available for you to avail at additional cost.
- Internet reimbursement on the actuals or up to Rs. 800

This is not a formal employment offer does not guarantee any employment and entitles to you to any benefits or compensation mentioned with MapleLabs Solutions Private Limited. Upon your confirmation to this Intent letter, we will issue a formal offer of employment.

In case of any query please feel free to contact Shadiya Ali at 9620307067 or email [Shadiya.ali@maplelabs.com](mailto:Shadiya.ali@maplelabs.com)

Agreed & Acknowledged by

*Shalini Singh*

Shalini Singh

Date: Apr 12 2022 17:11 IST

Dated : 12/10/2021

To,  
Shivam Chauhan  
Noida, Uttar Pradesh

## LETTER OF OFFER

Reference No. CAN1453

Dear Shivam Chauhan,


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.

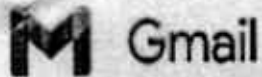
Please note that all the above documents are mandatory to complete the joining formalities.

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.

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





CRD Mangalmai &lt;crd@mangalmai.org&gt;

**Fwd: HCL || Final Confirmation**

2 messages

Tandrima Goswami <tandrimagoswami16@gmail.com>  
To: CRD Mangalmai <crd@mangalmai.org>

Thu, Jun 9, 2022 at 9:13 PM

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

From: Madhumita Murali <madhumita.m@hcl.com>  
Date: Thu, Jun 9, 2022, 3:39 PM  
Subject: HCL || Final Confirmation  
To: tandrimagoswami16@gmail.com <tandrimagoswami16@gmail.com>

Hello Tandrima Goswami,

Thank you for participating in test and interviews on that mentioned schedule.  
We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

**Important Points:**

1. CTC offered: INR 4.25 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

**Please Note:**

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy (Incase applicable) and Eligibility criteria as follows:

1. Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in CSE/IT/Circuit Branch only.

-Madhumita Murali

 HCL logo endplate Description automatically generated

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

OCT 14, 2021

**OFFER OF EMPLOYMENT**

Mr. Umang Kumar  
S/O Mr. Surendra Pal Singh  
199, Surya Nagar, Chandpur Road, Bulandshahr, UP, India

Dear Umang,

Congratulations!

We are pleased to welcome you as **Associate Software Engineer** in **Credex Technology Pvt. Ltd.**, subject to the Terms & Conditions mentioned below.

Your offer letter is enclosed.

This offer letter is valid for three working days from the date of sending this letter to you for your explicit acceptance. The offer will no longer be valid after the elapse of these three working days.

We look forward to the long term and mutually fruitful relationship.




Yours Sincerely,

For Credex Technology Pvt. Ltd

---

Address: C-56/ A-13, Ground Floor, Sector 62, Opposite Stellar IT Park, Noida, Uttar Pradesh 201309

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

OCT 14, 2021

**OFFER LETTER**

We are pleased to welcome you as **Associate Software Engineer** in **Credex Technology Pvt Ltd**, subject to the Terms & Conditions mentioned below.

**1. APPOINTMENT DATE:**

Your start date will be July 01, 2022.

**2. REMUNERATION:**

You will be entitled for CTC (Cost To Company) package of **Rs. 5,00,000/-**

**3. LEAVE ENTITLEMENT:**

You will be entitled for the leave as per company policy.

**4. NON-DISCLOSURE AGREEMENT:**

The Company has a non-disclosure of any confidential and/ or proprietary information of the Company and their customers with anyone within and/ or outside the Company. Acceptance of this letter will mean the acceptance and abidance of the non-disclosure agreement acquired verbally or in written form, since the time you joined the Company. Any work done during your employment at Credex Technology, in terms of code development is an Intellectual Property of Credex Technology and its customers. You have no rights, whatsoever on the work done by you. You cannot disclose any confidential, technological or proprietary information that you gathered working at Credex Technology even after leaving the company for the next 3 years unless having a written explicit approval from the Company management. The Company reserves the right to initiate legal or any other recourse as deemed fit by the Company. You may be given a separate NDA document for explicit signature, however, the acceptance of this offer letter means that you are bound and will comply with the NDA clauses.


**5. TERMINATION OF SERVICES:**

Your employment will be subject to termination at any time without assigning any reason and by providing **60 days'** notice on either side. In case, of premature termination, no experience certificate will be issued. In case leave is required to be taken for personal reasons or unforeseen circumstances, it will be treated as leave without pay and the notice period may be extended at the discretion of the Company. Further, in case you leave without providing sufficient notice period, the Company reserves the right to deduct Salary including all other benefits for the insufficient period of notice from any payment that may be due to you. However, if your presence is required for completion of assigned tasks, you may not be relieved earlier than the expiry of your entire notice period. Violation of this would force the company to forfeit all your dues and take necessary legal action for any damages caused to the Company owing to your leaving without serving the entire notice period. The Company reserves the right to recover the loss incurred by Company by your insufficient notice.

You will be on a 3 months' Probation Period on the joining of the organization. During the probation period, you will be covered with the 60 day notice period clause, however, Company can decide to terminate your probation period by giving '60 days' notice with the reason. The reason of premature

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Address: C-56/ A-13, Ground Floor, Sector 62, Opposite Stellar IT Park, Noida, Uttar Pradesh 201309

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

OCT 14, 2021

**OFFER LETTER**

termination during the probation period from the company is the discretion on the company and you agree to abide by that.

You will not accept or perform any part time or other work whether honorary or remuneratory, without obtaining prior written permission of the Management. Violation of this would imply that the Company can charge you with financial damages and initiate legal action.

At any stage, within three years of your last working date at Credex Technology, you cannot join or consider any job offer from the existing or past clients of Credex Technology and their partner companies either directly or through a third party.

In the event of any act of indiscipline and/ or unauthorized absence from work and/ or creating unreasonable hindrance in timely completion of the assigned task etc., the employment can be terminated at any time without providing any notice period. The decision of the Company shall be final and binding. In case of such termination of your employment, any consideration for settlement of accounts will be made only after you have ensured knowledge transition and returned all the properties of the Company, their customer and/ or any other material entrusted to your care.

We look forward to the continuation of a long and mutually rewarding relationship.

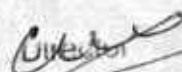


Yours Sincerely,

For Credex Technology Pvt. Ltd

---

Address: C-56/ A-13, Ground Floor, Sector 62, Opposite Stellar IT Park, Noida, Uttar Pradesh 201309

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

### CTC Break-up Sheet

Name: Umang Kumar


Effective Date: July 01, 2022

You will be entitled for CTC package of Rs. 5,00,000/- with the breakup details given below:

Salary Break-up		
Part A	Per Month	Per Annum
BASIC	10,800	1,29,600
HRA	5,400	64,800
CONVEYANCE	1,600	19,200
SPECIAL ALLOWANCE	3,800	45,600
<b>TOTAL (A)</b>	<b>21,600</b>	<b>2,59,200</b>
Part B	Per Month	Per Annum
PERFORMANCE INCENTIVE (PI)*	-	25,248
SPECIAL BONUS 1** (Dec 31, 2022)	-	50,000
SPECIAL BONUS 2** (Jun 30, 2023)	-	50,000
SPECIAL BONUS 3** (Dec 31, 2023)	-	1,00,000
<b>TOTAL (A+B)</b>	<b>21,600</b>	<b>4,84,448</b>
Part C	Per Month	Per Annum
EMPLOYER PF CONTRIBUTION	1,296	15,552
<b>COST TO THE COMPANY (A+B+C)</b>	<b>22,896</b>	<b>5,00,000</b>

#### Notes:

1. The above break-up is subject to change, without impacting the total committed CTC to meet the conformity with statutory laws or as per management discretion.
2. Your Basic Salary/ Allowances etc. may be subject to Income tax and TDS withholding as per Income tax rules and regulations.
3. The PF Contribution mentioned above is as per agreed terms.
4. \* PI - The payout of the PI is between 0-100% and is dependent on the company's evaluation of your performance. The performance evaluation for PI payout will be done during your next year appraisal provided you are employed with Credex Technology and have completed one year since the effective date and not serving the notice period.
5. \*\*Special Bonus - These one-time payouts are payable on the dates mentioned in the table, provided you are employed with Credex Technology and not serving the notice period on the mentioned date.

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

20 Jun 2022  
Ref: INTENSE/HR/AL/06-23/2022-23

Vishal Kumar  
Chandigarh

**SUB: APPOINTMENT LETTER**

Dear Vishal Kumar,

From all of us at Intense Technologies Limited (the Company), we are pleased to offer you employment as "Trainee Application Support Engineer" from 24 June 2022. Your base location will be Chandigarh, under the guidance of the Manager, currently Nitin Mishra. You agree that Intense may change your role from time to time and you agree to undertake such additional or alternative duties for the Company and/or any Group Company, without additional remuneration, as the Company may reasonably require. The Company reserves the right to withdraw this offer until your acceptance of this offer.

**Remuneration & Probation:** After you have joined Intense Technologies Limited, you will be undergoing the corporate induction program that includes orientation towards the working conditions, etiquette and culture of our company and its associates. As part of this corporate program, if necessary, you may also be provided with some training to further enhance your skill-set. After successful completion of the corporate program and commencement of your work, you will be under mandatory probation for six months during which your performance would be closely monitored. Revision of salary would be done upon successful completion of 12 months from the date of joining depending upon the nearest Appraisal Cycle of the organization. Your compensation in terms of CTC would be 221160 /- (Rupees Two Lakhs Twenty One Thousand One Hundred and Sixty Only) which leads to a monthly Gross of Rupees 15000 /- (Rupees Fifteen Thousand Only) as detailed in the CTC Format-Pg 4. Your individual remuneration is purely a matter between yourself and Intense Technologies Limited and has been arrived on the basis of your job, skills specific background and professional merit. It is our policy that each employee maintains this information and any changes made therein from time to time as personal and confidential. Failure to adhere to this policy may result in termination of employment and are subject to change without any notice at discretion of the company and might even lead to legal actions. Please sign adjacent to this point so as to agree that you read and understood the above clause.

**Payroll:** Intense Technologies Limited shall contribute the Employers share only towards Provident Fund, ESI, and Insurance. Employees need to pay their share of provident Fund, ESI, Professional Tax, Income Tax and any other statutory charges, Taxes, Fees as per Government policies wherever applicable. The salaries are paid by the 5th of subsequent month.

**Confirmation Rules and Regulations:** On successful completion of Probation, you will be confirmed in the service, which will be intimated to you in writing and consequently during probation your services will be governed by the Service Rules and Regulations which may be brought in force or amended from time to time, as applicable to all confirmed employees of the company.

**Leave and Attendance:** Employees are entitled for leaves as detailed below:

Employment Status	No of leaves Per Month	Comments
Probation	2 Days	Leaves taken in 1st Month will be a LOP
Confirmed	2.5 Days	Employees are entitled for Compensatory Leave for working on week-offs and holidays. Employees can accumulate up to a maximum of 45 days leaves at a given point of time.

Employees will be given 13 holidays in a calendar year, which will be published by Human Resource team

**In10s**

Intense Technologies Limited  
A1, Vikramপুরi, Secunderabad - 500 009,  
Telangana, India  
T : +91 40 44558585 | F : +91 40 27819040  
E : info@in10stech.com | CIN - L30007TG1999OPLCO11510  
Our Global Offices | Dubai | Florida | London | Singapore

www.in10stech.com

*[Signature]*  
Manager, Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRR

**Service Contract:** The notice period required to be given before discontinuation of service is two months or Two-month's salary in lieu thereof, at the sole discretion of the company.

**Exit Formalities:** Intense Technologies Limited is an at-will employer, and, as such, the employee may choose to resign from his job by giving at least two months written notice to his/ her reporting head and it should be accepted before his/ her relieving. Resignation letter sent through email, fax, sms are not accepted. Similarly Intense Technologies Limited may terminate employment at any time with two weeks of written notice unless it is owing to employee performance issues in which case it is immediate. All assets (laptop, mobile etc.) are to be submitted to the department head or any other person nominated by him. The employee needs to settle dues with all the departments and surrender all necessary documents.

**Competition Clause:** Competitors are defined as organizations marketing their Intellectual property, products and solutions similar to, or in direct competition to products, services offered by Intense. Partners include organizations that have collaborated with Intense for various requirements and have signed a "no hire" clause with Intense. In order to safeguard the Intellectual property at Intense, resigned employees are required to agree not to contact or join any competitor or partner for a minimum period of one year from the last date of employment at Intense.

**General:** During the course of your association with the organization, you will employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interests of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.

**Place of Posting and Transfer:** Place of posting is Chandigarh. During your employment with this company, you may be posted or transferred / attached to any other group Company of Intense or to any of the offices / subsidiaries / units / associate offices of the company to any town or city in India or abroad, at the sole discretion of the Management. While working in another branch/ group Company on transfer / attached position, you shall be entitled to emoluments and perks as applicable in the transferred / attached Company and for all purposes you shall be deemed to be employed in the company transferred/ attached.

**Misuse:** You are not authorized to use company email id/ internet access for any personal or private communication/ purpose. Use of personal laptops, data cards, pen drives, CD's, DVD's in office premises is strictly prohibited and is liable for confiscation. Use of company stationary for personal purpose is strictly prohibited.

**Moral Responsibility & Honesty:** You are expected to deal with Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed any time, without any prior notice if you are found guilty of gross indiscipline, fraud, and misappropriation or acting against the interests of the company.


**Other Employments:** During the period of your employment with the Company, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

**Exams / courses:** In case you intend to appear in some examinations or to attend some classes while working with Intense, you are required to obtain prior written permission for the same giving full details including time frame involved. You will undertake that it will not affect your duties and responsibilities as assigned by the Company.

**In10s** 

**Intense Technologies Limited**  
A1, Vikrampur, Secunderabad - 500 009,  
Telangana, India.  
T: +91 40 44558585 F: +91 40 27819040  
E: info@in10stech.com CIN - L30007TG189DPLC011510  
Our Global Offices: Dubai | Mumbai | London | Singapore

[www.in10stech.com](http://www.in10stech.com)

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

**Invention & Discoveries:** While employed with the company, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

**Medical Fitness:** You are required to maintain yourself in a state of medical / physical / mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case, your services are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.

**Secrecy:** You will not give anyone, by word of mouth, writing, facsimile or any device or otherwise any particulars or details, which you acquire during the course of your employment or our working systems, technical know-how, security arrangements, administrative, and / or organization matters of our establishment and our clients, whether confidential, secret or otherwise either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here-to fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company / person connected with the company.

While reporting for duty, kindly bring the following documents.

- Copies of all Certificates
- Four Passport Size Photographs
- Original and copy of Passport, Aadhaar Card & PAN Card
- Offer Letter and Relieving letter from present employer
- Latest salary certificate
- Address Proof

For INTENSE TECHNOLOGIES LIMITED

*Soumya*

Soumya Chaturvedi  
Sr. Manager - Human Resources

In10s<sup>7</sup>

Intense Technologies Limited  
A1, Vikramপুরi, Secunderabad - 500 009,  
Telangana, India.  
T: +91 40 44558585 F: +91 40 27819040  
E: info@int10stech.com CIN - L30007TG1990PLC01510  
Our Global Offices : Dubai | Florida | London | Singapore

www.int10stech.com

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



ANNUAL EARNING OPPORTUNITY (CYC)				
Name	Vishal Kumar	Designation	Trainee Application Support Engineer	
Location	Chandigarh	LOB	Operations	
FIXED EARNINGS (PAYABLE MONTHLY)				
			Annual	Monthly
1	BASIC		72000	6000
2	DA		27000	2250
3	HOUSE RENT ALLOWANCE		63000	5250
4	CONVEYANCE		9000	750
5	LEAVE TRAVEL ALLOWANCE		4500	375
6	MEDICAL ALLOWANCE		4500	375
7	MOBILE ALLOWANCE		0	0
8	SPECIAL ALLOWANCE		0	0
TOTAL FIXED EARNINGS (A)			180000	15000
STATUTORY BENEFITS				
1	GRATUITY		5184	432
2	PROVIDENT FUND (EMPLOYER)		15120	1260
3	ESIC		5856	488
TOTAL STATUTORY EARNINGS (B)			26160	2180
VARIABLE ALLOWANCES (NOT APPLICABLE FOR ALL EMPLOYEES)				
k	LOCAL TRAVEL ALLOWANCE		0	0
l	FOOD ALLOWANCE / TOUR		0	0
m	CITY COMPENSATORY ALLOWANCE		0	0
ALLOWANCES (C)			0	0
MEDICAL BENEFITS				
1	MEDICAL INSURANCE		12000	1000
2	PERSONAL ACCIDENT INSURANCE		3000	250
MEDICAL BENEFITS (D)			15000	1250
COST TO COMPANY				
TOTAL (A+B+C+D)			221160	18430
IMPORTANT TERMS				
Statutory Earnings of the compensation are not paid out until later based on the fulfillment of conditions as prescribed by the prevalent law.				
Shift Allowance/food Allowance are applicable to certain departments and would vary as per company policy.				
Statutory deductions from Fixed Earnings: Professional Tax (upto Rs. 200), Employee PF from Salary (Rs. 1600) ESIC (if applicable @0.75 of gross) and Income Tax if any will be deducted.				

**In10s**

Intense Technologies Limited  
 A1, Vikramপুরi, Secunderabad - 500 009,  
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*Signature*

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

Mr. Yogesh Singh  
Mobile: +91 9015882814  
Email Id: [ypr190360@gmail.com](mailto:ypr190360@gmail.com)

## Offer Letter

Dear Yogesh,

In furtherance to the interview and discussions you have had with us, we are pleased to let you know that we intend to hire you with a starting date for employment as April 4, 2022 on the following terms.

1. Your designation will be Software Trainee in Development Department.
2. Upon commencement of your employment the company shall, for a period of first three months' pay monthly stipend Rs. 20,000/- (Rupees Twenty Thousand only). You will undergo a training program (classroom/on the job) for initial 3 months from your date of joining.
3. On satisfactory completion of the training you will be promoted as Software Engineer and your yearly remuneration will be enhanced to Rs. 5.00 Lakhs (Rupees Five Lakhs Only).
4. You will be initially on a probation for nine months and Commitment period will be two years from date of joining.
5. Apart from the standard salary emoluments, you are also entitled to unique Company Benefits. The details of the benefits are as follows:
  - a) Medical Insurance Coverage: 5 Lakhs per annum
  - b) Accidental Insurance Coverage: 10 Lakhs per annum
  - c) EPF, ESI & Gratuity: As per government Statutory norms
  - d) Meal Facility: Breakfast, Snacks, Subsidized Lunch

We would like you to report at ThinkSys Software Pvt Ltd., 7<sup>th</sup> Floor, Discovery Tower, A-17, Sector - 62, Noida (U.P.)-201309 on Apr 4, 2022 at 10AM.

Kindly note that the above terms are subject to change at our discretion. This offer is valid till April 4, 2022 and subject to your timely acceptance of this offer. Please revert back with a signed copy of this letter as a mark of your acceptance till March 23, 2022.

# THINKSYS

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to the fulfillment of the eligibility criteria.


Kindly Further note that your appointment will be contingent on your ability to maintain minimum aggregate marks of 70% in your graduation, failing which your appointment will not be further processed and this letter will be withdrawn.

In the event you seek any clarification with regard to this offer, please contact Ms. Deepika Kamal ([kamal.deepika@thinksys.com](mailto:kamal.deepika@thinksys.com) or 9716445507).

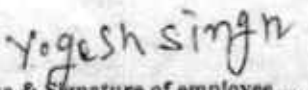
We are proud to welcome you as a ThinkSysian, and wish you a long, productive and satisfying career at ThinkSys.

Yours sincerely,

For ThinkSys Software Pvt. Ltd.

  
Rajiv R Jha  
GM & Head of Finance  
Date: \_

ACCEPTANCE

  
Name & Signature of employee.....  
Dated: 17/03/2022

Date: 23<sup>rd</sup> September, 2021

Mr. Yusuf Khan  
Mangalmay Institute - Greater Noida-201310

## INTERNSHIP LETTER

This is with reference to the interview held with you, we are pleased to issue you the letter of Intent with Ginger Webs, the details of which are as under:

Position	:	Business Development Executive
Department	:	Institutional Sales
Date of Joining	:	27 <sup>th</sup> September, 2021
Location	:	Noida
Reporting To	:	Major Account Manager

This offer letter is subject to the following conditions:

1. Certificates of qualification (Original and Photocopy)
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all documents

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of internship, without assigning any reason what so ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post. There is a time commitment of 1 year post completion of the internship.

Your period of internship will be for 6 months and your monthly stipend would be Rupees 15000/- (Rupees Fifteen Thousand Only). Deductions for Employee Welfare are as applicable.


We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of Ginger Family.

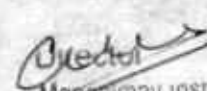
We look forward to welcome you aboard.

For Ginger Webs Pvt. Ltd.

Accepted & Agreed

  
VP- HR & Corporate Strategy

  
Signature & date 24/09/2021

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

Prakash Mehta  
S/O Ajay Kumar Mehta  
RZ. 93/2 Gall No - 10 , Madan Puri  
West Sagarpur 110046

3<sup>rd</sup> May 2021

Sub-Letter of Appointment for the post of Android App Developer

Further to your application, and subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in Isourse Technologies Pvt Ltd based at New Delhi with reporting at Dwarka Head Office.

At this designation you will report to Mr. Nikunj Choudhary and your duties are as set out in the attached position description. You may also be required to complete other tasks from time to time.

#### 1. EMPLOYMENT

Irrespective of the date of the present agreement this contract shall be effective from your date of joining for your case it is May 3<sup>rd</sup>, 2021 and shall remain in force until revoked or terminated in accordance with the terms contained herein.

#### 2. PLACE OF POSTING

Your initial place of posting shall be at Delhi. However, your services are transferable and you may be assigned / transferred in Delhi or outside Delhi to serve the Company or any of its group companies. It is a condition to your employment that you comply with any such requirements of the Company. The transfer will not deem to constitute a change in your conditions of service.

#### 3. PROBATION

- 3.1 You will serve a minimum probation period of six months from the date of your joining the Company ("Probation"). The initial probation term shall be for six months, at the end of which it shall be reviewed. Based on your review the company reserves the right to extend the Probation period in the event that your performance is not up to the expectation. You will be deemed to continue on probation until you are confirmed, and that your confirmation has been communicated to you in writing. Your performance will be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the code of conduct of the Company ("Code of Conduct"), a copy of which shall be given to you by the Human Resources Department.
- 3.2 During the probation period the company may terminate the services without assigning any reason and without notice or any compensation in lieu thereof. Also, in case you desire to discontinue the probation, you may be relieved from your assignment/job by giving 1 month notice period to the company.

#### 4. COMPENSATION &-BENEFITS

Your Total Fixed Pay (TFP) will be INR 3,60,000 per annum all inclusive.

#### 5. HOLIDAYS & LEAVE


You can avail 1 day Casual leave per month and you will be eligible for holidays as per the policies of the Company in respect of holiday.

#### 6. TERMINATION OF EMPLOYMENT

- 6.1 After completion of the Probationary period, either the Company or you may at any time terminate this agreement without any cause & by giving intimation in writing to the other party, one month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice.

Page 1 of 6

Isourse Technologies Pvt Ltd  
201/209, Vardhaman Prasad Plaza, Pocket 6, Sector 12, Dwarka-75  
Info@isourse.com

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

- 6.2 On termination of employment and/or your resignation, you shall handover all the company assets like devices, tools, accessories, documents, specifications, books, etc. of what so ever nature or media in your custody, care or charge and handover the charge to the person nominated by your reporting manager and also obtain clearance from the relevant person(s), office(s), department(s), on production of which alone, your dues, if any, will be settled by the Company.
- 6.3 You will not, during the currency of the present agreement, without the Company's previous written permission, carry on any business, or enter into, in any capacity, the services of, or be employed by, any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of the Company.
- 6.4 The Company reserves the right to terminate your services without any notice or salary in lieu thereof for reasons including but not limited to misconduct, negligence of duty, disloyalty, dishonesty, insubordination, misrepresentation, indiscipline, disobedience, breach of the Non Disclosure Agreement, irregular attendance, inefficiency, poor performance, redundancy of job or any act detrimental to the interests of the Company, as per the policies laid down in this regard.

## 7. Cessation of employment:

- 7.1 You are bound by 30 days notice period to be served to the company from your end. When you resign you will have to serve the organization for 30 days Or 30 days Gross salary in lieu of Or if you fail to serve 30 days then you need to pay 30 days Gross salary to the company.
- 7.2 During notice period, you will not be granted any leave of absence.
- 7.3 In notice period, you shall be required to hand over your responsibilities to assigned person as per the norms of the company and if you fail to do so then the company reserves the right to ask to leave on the spot.

Note : The full and final settlement will be done after 60 days from the date of resignation of an employee.

An employee shall not leave or discontinue services without giving notice in writing of his intention to leave or discontinue the service. Period of such notice will be minimum 1 month for all employees. In case of shorter notice (not serving the notice period) competent authority shall have the right to keep his 1 month salary and will not issue any Experience & relieving letter.

## 8. POLICIES

- 8.1 You shall be a whole-time employee and shall not be engaged in any work as a part time or otherwise.
- 8.2 Your services shall be liable to be transferred from one place/branch to another and /or from one department to another or client location solely at the discretion of the management.
- 8.3 You shall intimate the changes in address within three days, if any.
- 8.4 Your employment with us is subject to the verification of your antecedents and medical fitness. If at any time it is found that the particulars furnished in your application are incorrect, your services shall stand automatically terminated.
- 8.5 You will not commit, give or execute any kind of guarantee/ commitment on behalf of the company without the written permission of your Manager.
- 8.6 You shall retire at the age of 58 years subject to any extension granted from time to time.
- 8.7 We expect ongoing refinement and development of employment policies over time, as we continue to grow and consolidate. Isource Technologies Pvt Ltd reserves the right to review and change policies in line with legislative and industry practises. Where such changes do occur employees will be appropriately advised.

EMPLOYEE ACCEPTANCE:

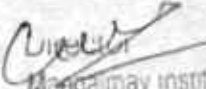
DATE: 1<sup>st</sup> July 2021

SIGNATURE OF EMPLOYEE:

NAME: Prakash Mehta

Page 2 of 6

Isourse Technologies Pvt Ltd  
201/209, Vardhaman Prasad Plaza, Pocket 6, Sector 12, Dwarka-75  
info@isourse.com

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

## CODE OF CONDUCT:

The Company considers the protection of its confidential information and proprietary materials to be very important. All work or material developed by you during the course of your employment with the Company will remain the sole and exclusive property of the Company. Any unauthorized disclosure of confidential or copyrighted materials of the Company would attract stern action from the Company including and not limited to termination of your employment and legal prosecution, if necessary. The present clause shall survive the termination of the present contract. You agree to sign the "Restrictive Covenant and Confidentiality Agreement" in the form annexed to this letter.

For the purpose of the present document 'Confidential Information' shall mean and include all information, details and document which have either been marked as confidential and/or which may reasonably be deemed to be confidential.

### Confidentiality:

- 1) Any Party discovers (a) any material breach of the Security Regulations or of the systems used to provide the Services or (b) any breach or threatened breach of the Security Regulations that involves or may reasonably be expected to involve unauthorized access, disclosure or use of the other Party's or its Affiliates' Confidential Information (each of (a) and (b), a "Security Incident"), Also, The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.
- 2) The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- 3) Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- 4) The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property created. Any source code, software or other intellectual property developed, including but not limited to website design or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.
- 5) Non Escalation of disputes : Employees shall not approach the principal employer/ any of the client's of Isourse for any grievance or complaint resolution of any nature arising out of the differences between the employee and Isourse. In the event of breach of this clause, Isourse reserves the right to take any penal action not limited to legal course against the employee.

If you breach any of the aforesaid conditions, this offer shall stand revoked / terminated automatically whether you have accepted it or not or if you have already commenced employment with the Company i.e., this clause may be invoked by the Company throughout the term of the present contract. In that case, the employee will not entitled to get any full and final settlement.

EMPLOYEE ACCEPTANCE:


DATE: 7th May 2021

SIGNATURE OF EMPLOYEE:

NAME: Prakash Mohan

Page 3 of 6

Isourse Technologies Pvt Ltd  
201/209, Vardhaman Prasad Plaza, Pocket 6, Sector 12, Dwarka-75  
info@isourse.com

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

**RESTRICTIVE COVENANT AND CONFIDENTIALITY AGREEMENT**

RESTRICTIVE COVENANT AND CONFIDENTIALITY AGREEMENT THIS AGREEMENT is made on May 3, 2021 BETWEEN ISOURCE TECHNOLOGIES PVT. LTD., whose registered office is 201/209, Plot no 201-209, Vardhaman Prasad Plaza Dwarka Sector 12, Delhi 110075 (hereinafter called "the Company") of the one part and Prakash (hereinafter called "the Employee") of the other part whereby the Employee covenants with the Company as follows:

The Employee shall not (save with the prior express written consent of the Company) at any time during the currency of his/her employment or after its termination, (howsoever determined), use or attempt to use or divulge or communicate to any person (other than those whose province it is to know the same) any of the trade secrets or other confidential information of the Company and its related corporations or any of its suppliers, agents, distributors or clients, including but not limited to lists or details of the Company, information relating to the operation and business requirements of those clients, confidential selling methods, the contents of instruction or procedural manuals, or any part of such contents, or information concerning the business accounts or finances of the company which may have come to his/her knowledge during his/her employment with the Company.

Provided that this Clause shall not apply to disclosure of confidential information authorized or required by the Employee's performance of his duties; information which the Employee is required to disclose by law; or information which has been made known to the public by the company.

The Employee shall not refuse to attend office without any proper justification and supporting which can reasonably justify his/ her absence. Under such circumstances company reserve rights to consider those days as leave without pay and can also terminate the agreement.

The employee shall not, for a period of 12 months from the termination of his/her employment with the Company (howsoever arising) in connection with carrying on of any business in competition with the business of the Company either alone or jointly with or on behalf of any person, firm or company, directly or indirectly:

1. Solicit, canvass or approach or cause to be solicited, canvassed or approached for business any person, firm or company who shall at any time during the last twelve months of the Employee's employment with the Company have been a client of the Company with whom the Employee shall have done business, or such client's employee;

2. Solicit or entice away or endeavor to solicit or entice away from the Company any person who has at any time during the last twelve months of the Employee's employment with the Company been employed or engaged by the Company in a managerial, supervisory, administrative or sales capacity or as a temporary worker and with whom the Employee shall have had contact during the course of his/her employment (whether or not such employee would by reason of leaving the service of the Company commit a breach of his/her contract of employment) providing that nothing in this Clause shall prohibit the seeking or procuring of clients or the doing of business not relating or not similar to the business of the Company.

3. The Employee shall upon the termination of employment, or at any time during the course of his/her employment at the request of the Company, immediately deliver up to the Company, without making notes or copies thereof, all plans or designs, specifications, price lists, lists of clients, correspondence and other documents or papers (including documents relating to the matters particularized in Clause 1 hereof) belonging to the Company or which may have been prepared by him/her or have come into his/her possession during the course of his/her employment together with any other property belonging to the Company which may then be in his/her possession or under his/her control.

4. You cannot join with us not even any of our client after the termination/ Resignation till 1 year of the period, if we found you in that case we may take the legal action with 5 lakh of penalty



5. Each Clause of this Agreement shall constitute a separate covenant. While the restrictions aforesaid are considered by the parties to be reasonable in all the circumstances, it is agreed that if such restrictions or any of them shall be adjudged to go beyond what is reasonable in all the circumstances, but would be adjudged reasonable and valid if part or parts of the wording thereof were deleted and/or the period or area (if any) thereof reduced, these said restrictions shall apply with such words deleted or such reduction in period or area as may be necessary to make it valid and effective.

Attached are a number of documents, which you need to complete. Please ensure you read all policies and sign the relevant documentation and return these with your offer acceptance.

Company Policies and Code of conduct shall be shared with you separately for your acceptance. And confirmation of job is subject to the signature of code of conduct.

Please also sign the enclosed copy of this letter of appointment as an indication of your understanding and acceptance of employment.

We look forward to welcoming you to Isourse Technologies Pvt Ltd and hope that your time with us will be both satisfying and successful.

Sincerely, HR Dept

With the signature below, I accept this offer for employment.

Isourse Technologies Pvt Ltd.

  
\_\_\_\_\_

Name:

Date: 7<sup>th</sup> May 2021

**SALARY BREAKUP**

Isourse Technologies		
Associate Name: Prashant Mehta		
Designation : Android App Developer		
Location: Dwarka		
Description	Monthly	Annual
Wage Components		
Basic	7,000	84,000
House Rent Allowance	3,500	42,000
Conveyance Allowance	1,600	19,200
Special Allowance	17,900	2,14,800
<b>Total Gross</b>	<b>30,000</b>	<b>3,60,000</b>
Employer Contribution		
Employer PF	0	0
EPF Admin Charges @1.00%	0	0
<b>Total Employer Contribution</b>	<b>0</b>	<b>0</b>
<b>Total CTC</b>	<b>30,000</b>	<b>3,60,000</b>
Statutory Deduction		
Employee PF	0	0
<b>Total Deduction</b>	<b>0</b>	<b>0</b>
<b>Total Net Pay</b>	<b>30,000</b>	<b>3,60,000</b>

For Isourse Technologies Private Limited



(Authorized Signatory)

## OFFER LETTER

Name of the Candidate: Priya Sharma  
Place of Joining: Noida

Joining Date: 10<sup>th</sup> January 2022

Dear Priya Sharma,

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



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College Code 786

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.

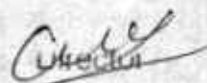
16. There will be a performance assessment in every financial year. Employee must have completed at-least 6 months in HashStudioz to become eligible for performance assessment. Based on assessment, the compensation will be revised.

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



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College Code TR6

16 March, 2022

Roshan Kumar

Ref: Quarks/Mar/2022/08

Sub: Offer of Appointment

With reference to your application and subsequent interviews you had with us, we have pleasure in offering you employment as a **Test Engineer Trainee** in our Organization.

Your services are however liable to be available to this company or associate companies/ reorganized units depending on the requirements from time to time. Any change in position from one business entity to another will not be deemed as a break in service. Your designation is merely indicative of the responsibilities, which you are currently required to carry out. The company may require you, at any time, to perform any other administrative, managerial, supervisory or other functions and you will be bound to carry out such functions/responsibilities. They will constitute a part of your job. We expect you to work with high standards of initiative, efficiency and economy.

**Duties:** You shall use your best efforts and abilities on a full-time basis to perform, at locations designated by the Company and including customer offices, the employment duties assigned to you from time to time. You shall also comply with all rules, regulations and procedures of the Company. Your performance will be reviewed periodically and you shall provide reports concerning your work activities from time to time as requested. During your employment at Quarks, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company. Also, you are instructed not to divulge confidential information of, or violate any agreement with, your prior employment or other clients.

**Remuneration:** You shall be compensated at the rate of **Rs 12,000/month** fixed and this will be paid at the end of each month. You and your immediate family will be entitled to receive health insurance coverage if applicable.

**Term of Employment:** Accepting this offer of employment implies that you will work on the assigned project(s) until the completion or for a minimum period of **12 months** and it may be further extended based on the business needs. There is no bond within Quarks.

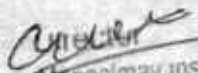
**Relocation and Termination:** You promptly will comply with the company's instructions concerning relocation and travel to or from a customer site and reasonable and documented relocation and travel expenses, pre-approved by the Recruiting Manager will be reimbursed. The Company agrees to provide you with three weeks advance notice of termination (except no advance notice is required if the termination of your employment is for cause) and you agree to provide the Company with 1 month advance notice by you is reasonable and necessary under such circumstances due to substantial effort, time and expense the Company will be required to incur in employing and relocating you and replacing your services. In the event that you breach the termination notice or other provisions of this agreement or that your employment is terminated voluntarily or for cause prior to the completion of Twelve months of employment or prior to the completion of any project to which you are then assigned, whichever is later, you agree (1) to repay in full all expenses towards relocation, airfare expenses, training costs or other advances paid or reimbursed to you by the Company and you authorize the Company to deduct and withhold such repayment in full from any compensation or other amounts otherwise owed or payable to you. (2) to pay the Company as liquidated damages as per the financial charges posted or any penalties that the client imposes on the Company whichever is higher.

C-43, Sector 62, Noida-201301

UP, India

C:+91-9015652626

Website: [www.qtsolv.com](http://www.qtsolv.com)

  
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College Code TAE

**Annual Benefits:** You will also be entitled for other benefits such as Medical Insurance cover. You will be also entitled to various benefits given from time to time for the employees of your cadre. Please note that all matters pertaining to salary are confidential and should not be discussed with any other employee of this organization.

**Notice Period:** You will be on Probation for a period of 3 months and it might get extended upto 6 months. During this probationary period, there is 30 days of notice. On confirmation, either party may thereafter terminate this contract by giving to the other 3 months of notice in writing.

**Annual Review:** Your salary will be reviewed annually.

**Medically Fit:** Quarks shall be entitled to send you for a medical examination at any time during your employment to assess your medical fitness for your job if required.

**Leave:** You will be eligible for 12 days of Casual Leave per year and 18 days of Privilege Leave.

**Confidentiality:** On joining, it will be binding on you to keep all company affairs strictly confidential. It will also be binding on you not to indulge any of the company's technical & commercial secrets to a third party. You shall strictly adhere to the company's policy that employees shall not disclose, either directly or indirectly, any information relating to your employment with us, the terms of employment or terms of this appointment, or relating to salary, bonuses or any other information relating to affairs of the company which is likely to be determined to the interest or business of the company to any person including other employees of the company.


You may be required to execute a confidentiality and secrecy agreement whenever called upon by us, in the format prescribed by us. You agree that such Confidential Matter is for the Company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company.

**Service & Non-Competition Agreement:** During your employment with Quarks, and for a year period, immediately following the separation of employment for any reason. You shall not solicit or contact any established Client or Customer or Supplier or any Employee of the Company with a view to inducing or encouraging such established Client or Customer or Supplier or Employee to discontinue or curtail any business relationship or services with the Company. You will not request or advise any established Clients, Customers, or Suppliers of the Company and/or any other established employer to hire or recommend or refer an employee of the Company for employment and/or hire either directly or indirectly. You will not work in competition with the Company or its Projects by seeking employment with Competitor or otherwise and/or compete in the market with the Company or its Products within the geographical territory.

**Restriction on other business or employment:** Quarks will be entitled to all of the benefits and profits arising from or incidents to your employment with us. You will not render advisory, technical, commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the management of the company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the company or is likely to be in conflict with the interest of the company.

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**Intellectual Property Rights:** All intellectual property rights including copyrights, patents, trademarks, industrial designs, in any invention, software, product created or developed during the period of employment will stand vested in the company.

You will assign without any compensation to the company all rights, titles and interest in the invention or improvement that you may make solely or jointly in future in the course of your employment relating to the products/services marketed, developed and you will perform all acts, execute such documents without expense to you, as in the judgment of the company may be needful or desirable to secure to the company patent or other intellectual property rights protection and any, all rights relating to invention or improvements.

**Consequences of Incorrect Information:** This offer of employment is made based upon the data, information furnished by you in your resume or other documents furnished by you including degrees, mark sheets etc. If at any time it is found that any information furnished by you is false or inaccurate or incorrect, the company shall have the right to terminate your services at that ground alone without notice or compensation or salary in lieu of notice. Furnishing false/ inaccurate/ incorrect information will be construed to be a breach of trust and good faith and could lead to action in discretion of management.

**Severability:** If any provision of this agreement shall, for any reason, be declared to be unenforceable or illegal, that provision shall be treated as struck from this agreement and the remainder shall continue in full force and effect.

Any court of competent jurisdiction shall have the authority to reconstruct the omitted portion as to provide the legal protection by the parties

**Retirement:** You will be retired from service by your completion of 60 years of age.

**Terms & Conditions:** The Full and Final settlement period will be 45-60 days from the date of relieving (LWD - Last Working Day) and not Date of Resignation. Resignation will not be accepted upto 6 months from the date of salary appraisal. In respect of each year of employment, you shall be entitled to take (18 days) as Privilege Leave on full pay. You are also entitled for (12 days) casual leave.

**Shift:** You will be required to work in General shift as per company policy. The general shift is from 9 AM - 6 PM and it also includes interval break and lunch. This will vary from time to time based on the business requirements if required to work for more hours.

**Disclosure:** The Employee agrees to disclose promptly to the Company all ideas, inventions, enhancement or other creations conceived or made during the term of employment whether or not such information relates to the Company or its business.

**Joining Date:** You are expected to join us on or before March 16, 2022 and this is a full-time employment with Quarks.

**General:** This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties. Both parties agree that this agreement shall be governed by, construed, and enforced in accordance with the employment laws in India.

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Website: [www.qtsolv.com](http://www.qtsolv.com)

**Acceptance:** Your formal acceptance of the terms and conditions should be confirmed by countersigning and returning the enclosed copy of this letter.

**Assets:** We will be issuing the following assets such as laptop and charger and furthermore if anything that is relevant to your job duties, you will have to return the assets to the concerned IT helpdesk team ([ithelpdesk@qtsolv.com](mailto:ithelpdesk@qtsolv.com)) in order to receive your relieving letter and other documents as per request.

We hope that our offer is in line with the discussions. We have pleasure in welcoming you and trust you will have happy and mutually beneficial years of service with Quarks Technosoft Pvt. Ltd.

We look forward to your joining Quarks Technosoft Pvt. Ltd. We sincerely feel that you will be a valuable asset to our organization, and that your acceptance of this offer will result in a mutually rewarding relationship for both you and Quarks Technosoft Pvt.Ltd.

Please indicate your acceptance of this employment offer by signing your name in the space below and return it to us at your earliest convenience.

Please provide the following mandatory documents at the time of joining:

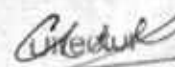
- Soft copy (Passport Photo)
- Photo ID and Address proof
- HDFC Bank Account Details with IFSC Code (Salary Disbursement)
- Copy of PAN card
- Copy of Aadhar Card
- Educational Testimonials (Mark sheets, Degree / Diploma)
- Experience certificates
- Relieving letter & Last 3 months salary slips from the last organization

Yours Truly,  
For Quarks Technosoft Pvt. Ltd,



Pratima Chauhan  
Manager HR

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College Code 786



Date: 19<sup>th</sup> October, 2021

### Offer Letter

Dear Mr. Saurav Sharma,

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 11<sup>th</sup> November 2021. Your internship is expected to end on 30<sup>th</sup> June 2022.

**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.

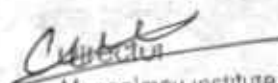
**Employment offer:** During internship, your performance will be evaluated by your supervisors on regular basis. On the basis of your performance, company will offer a full-term employment upon successful completion of internship.

**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 TRR

**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.

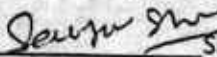
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager. If you have any questions, do not hesitate to contact me.

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.

AURAV SHARMA Name  Signature 21st Oct - 2021 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  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
(College Code TR6)



**WELCOME TO WIPRO**

**27 September, 2021**

Dear Nisha Bisht,

With reference to the Interviews, you had with us, it gives us pleasure to inform you that we have found you suitable for an opportunity with Wipro Limited ("Company"). You shall be designated as a **Administrator** under the **Project Stream** and will form a part of the Career Band **A3** in the organization.


As per Company norms, your relevant experience has been taken as **36** months.. Your Annual gross salary shall be **IndianRupee 310000** CTC per annum.

Your employment with Company is subject to the terms and conditions as listed in the attached Offer Letter which also includes your salary structure.

Your Location of Joining would be **Gurgaon** You would be required to join us, on or before **13 October, 2021** based on business requirement. We would intimate you of the exact date and schedule one month prior to the actual date of joining.

Your confirmation to the contents of this Offer Letter is a pre-requisite for issuance of the final Appointment Letter to you. Please do let us know your decision within the next 48 hours. You may also communicate your decision to **Manender Dahiya** at **manender.dahiya@wipro.com**. Upon submission of your acceptance of the Offer Letter, you are also required to complete the prerequisites listed below within 5 days from the issue of this letter. Please note that, this Offer letter shall elapse within 5 days from the date of issue, if not accepted online. Should you have any queries please get in touch with **Manender Dahiya** : **manender.dahiya@wipro.com**. Final Appointment letter containing the detailed terms and conditions of employment will be issued to you post receipt of your confirmation.

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

### List of pre- requisites

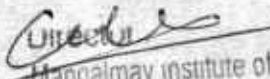
1. Background verification document to be submitted within 48 hours of accepting the offer letter and verified by the document verification team.
2. Joining forms to be completed on Embark/associated systems 72 hours prior to date of Joining.

Your appointment is subject to and conditional upon the satisfactory completion of your background verification (BGV) including verification of the documents and details mentioned here and/or any information furnished at the time of interview, in addition to fulfilling the eligibility criteria.

Please follow the steps mentioned in the email to accept or reject the offer.

Upon receiving your confirmation, we will get in touch with you and provide you more details related to joining as and when necessary either through mail or letter. Further, please note that this Offer Letter is a non-binding conditional offer letter and becomes binding upon issuance and acceptance of final Appointment Letter by you.

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F

## EMPLOYMENT OFFER

27 September, 2021

Dear Nisha Bisht

It is our pleasure to appoint you as **Administrator** in Wipro Limited ("Company") at **IN-Gurgaon, in Project Stream** or in any such capacity as the management shall from time to time determine. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. APPOINTMENT

- a. The date of appointment is effective from the date of joining which is **13 October, 2021**, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of six (6) months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

### 2. COMPENSATION

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure I\_Salary Offer Sheet.
- b. Variable Pay - The Variable Pay program may be changed or modified in part or full

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115



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(College Code 788)

thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and based on your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. OTHER BENEFITS

You will also be eligible for:

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

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band and stream.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com.

h. A detailed benefit annexure on the above benefits will be issued to you on or before date of joining


### 4. RESPONSIBILITIES

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

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

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

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

## 5. CONFLICT OF INTEREST

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

iii. Any existing employee to become associated with, or perform services of any type for any third party.


d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. CONFIDENTIALITY

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115



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

## 7. ASSIGNMENT OF INTELLECTUAL PROPERTY

In connection with your employment and during the term of your employment upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours) that are related to the company's business or that results from work that you perform for the company or using the company's equipment, supplies and facilities, and shall comply with the policies of Wipro in relation to Intellectual Property.

## 8. NON-COMPETE

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to information of key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.


## 9. GENERAL

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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



- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the period of employment you are required to comply with all Wipro policies. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time.

#### 10. NOTICE PERIOD & TERMINATION:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Best regards,  
For Wipro Limited,

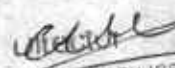


Vishwas Deep  
Global Talent Acquisition Head

By selecting the "Submit" on the offer form, I hereby expressly confirm that I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on   /  /  

Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date:   /  /    
Place: \_\_\_\_\_

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

ANNEXURE - I  
SALARY OFFER SHEET

Name: Nisha Bisht

Location: IN-Gurgaon

Position: Administrator

Career Group: A3

Career Stream: Project Stream

Annual Gross Salary Offered by Wipro: Rs.310000  
You shall receive salary as detailed below.

Component	Value
Basic	1,24,000
HRA	62,000
Bonus	24,804
WBP	49,136
PF	20,772
Gratuity	6,584
Medical	7,200
Variable Pay	15,504

\*Notional sum indicating contribution of 5.31% of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

\*Please note that your compensation is personal to you and you are requested not to share details of the same with others.

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115



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

**ANNEXURE-II**

**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro. Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

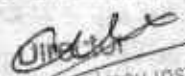
I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

**COMPLIANCE TO COMPANY'S CODE OF CONDUCT TO REGULATE, MONITOR AND REPORT TRADING (CODE) BY INSIDERS**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPI") about the Company. It also involves disclosing or procuring any UPI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of the Company you are considered as an Insider and accordingly advised as below:

**1. Trading when in possession of UPI:** Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).

**2. Communication or procurement of Unpublished Price Sensitive Information (UPI):**


Employee shall seek, communicate, provide or allow access to "UPI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPI.
- c) Unauthorized disclosure or communication of UPI.
- d) Procuring any UPI from others

**3. Individual and Personal Responsibility:** As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

**4. Disclosure requirements:** Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of


Signed by Nisha Bisht | [nishabisht223@gmail.com](mailto:nishabisht223@gmail.com) | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

**ANNEXURE - IV**  
**PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT**  
**2000**

I **Nisha Bisht**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- a. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- b. Processing my job application including background verification checks
- c. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.


In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

Signed by Nisha Bisht | nishabisht223@gmail.com | 28-09-2021 03:20:31 PM IST | 106.198.184.115

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

**Placed Students List-2022**

S.No.	University Roll No.	Name	Contact No.	Ref. No./Mail Id with Date	Company Name	Contact No.	Package
1	1878610012	AYUSH SAXENA	8586897631	campusconnect@hexaware/ 28 March, 2022	Hexaware	91 2267919595	4.00 LPA
2	1878631003	AMITESH KUMAR	7903793528	talent.acquisition@infosys.com/ 22 Apr, 2022	Infosys	0124 400 4356	3.60 LPA
3	1878631004	ANURAG MAURYA	9810556635	19th October, 2021	Ksolve	0120 416 3248	3.00 LPA
4	1878631007	DHARMENDRA KUMAR	6203050588				
5	1878631008	GARIMA SINGH	9873235283	3rd March, 2022	Cloud Analogy	91-120-4147360	3.50 LPA
6	1878631011	KESHAW KUMAR SINGH	7091379110	anita@anrsoftware.com	ANR Software	(0120) 4278329	2.53 LPA
7	1878631012	KULDEEP SINGH	9792508222	18th May, 2022	SDAD	089299 31601	3.40 LPA
8	1878631017	MONALISA KAPRI	9911008011	19th October, 2021	Ksolve	0120 416 3248	3.00 LPA
9	1878631018	PITAM KUMAR DEY	7004392370	27th February, 2022	Cloud Analogy	91-120-4147360	3.00 LPA
10	1878631020	RAJEEV RANJAN	7791838690	23rd September, 2021	GingerWeb	0120 416 1515	3.60 LPA
11	1878631026	SHASHANK MISHRA	9411283247				

*(Signature)*

Mangalimay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TR6



CRD Mangalmay &lt;crd@mangalmay.org&gt;

## Fwd: Hexaware Technologies || GET Select Open Hiring 2022 Batch ||

1 message

Ayush Saxena <ayushsaxenamiet@gmail.com>  
To: CRD Mangalmay Group <crd@mangalmay.org>

Tue, Mar 29, 2022 at 8:29 AM

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

From: campusconnect <campusconnect@hexaware.com>  
Date: Mon, Mar 28, 2022, 20:19  
Subject: Hexaware Technologies || GET Select Open Hiring 2022 Batch ||  
To: ayushsaxenamiet@gmail.com <ayushsaxenamiet@gmail.com>

Dear Ayush Saxena,

*Greetings from Hexaware Technologies!*

Congratulations! We are delighted to inform you that you have been selected in our GET - Virtual Open Hiring recruitment process - 2022.

Superset ID: 1414360

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)


Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies - GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

Warm Regards,

**Campus Recruitment Team**

<https://mail.google.com/mail/u/0/?ik=5a4563dc3c&view=pt&search=all&permthid=thread-f%3A1728601419617667144&siml=msg-f%3A1728601410...> 1/2

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





CRD Mangalmai &lt;crd@mangalmai.org&gt;

**Fwd: You have a job offer for Systems Engineer role at Infosys**

Amitesh Kumar <amiteshraj1310@gmail.com>  
To: CRD Mangalmai <crd@mangalmai.org>

Fri, Apr 22, 2022 at 10:02 AM

----- Forwarded message -----  
From: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
Date: Fri, 22 Apr, 2022, 8:42 am  
Subject: You have a job offer for Systems Engineer role at Infosys  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

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

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.


We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition  
Infosys

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<https://mail.google.com/mail/u/1/?ik=5a4563dc3c&view=pt&search=all&permmsgid=msg-P63A1730781599067943774&siml=msg-P63A1730781599...> 1/2

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

Date: 19<sup>th</sup> October, 2021

### Offer Letter

Dear Mr. Anurag Maurya,

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 11<sup>th</sup> November 2021. Your internship is expected to end on 30<sup>th</sup> June 2022

**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**



**Mangalney 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.

ANURAG MAURJA Name \_\_\_\_\_ Signature \_\_\_\_\_ Date 20/10/2021

**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



Date: 3 March 2022

Dear Garima,

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 **4th March 2022**

Failure of confirmation of acceptance of this offer on your part by **4th 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	Garima Singh	
Designation	Salesforce Developer	
Grade		
Department	Professional Services	
Cost to Company	Rs.3,50,000/-	
<b>Components</b>	<b>PM</b>	<b>PA</b>
Basic	11667	140000
HRA	5833	70000
Leave Travel Allowance	0	0
Statutory Bonus	972	11662
Special Allowance	7695	92338
<b>Fixed Component</b>	<b>26167</b>	<b>314000</b>
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
<b>Gross Salary</b>	<b>27367</b>	<b>328400</b>
<b>Total CTC</b>	<b>29167</b>	<b>350000</b>
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		

  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code - 88



**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.

Accepted  
Gawing.

  
Director

Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F



MANGALMAY GROUP &lt;placement@mangalmay.org&gt;

**ANR Software Pvt. Ltd : welcome on Board**

Mon, Dec 27, 2021 at 11:05 PM

Anita choudhary <anita@anrsoftware.com>  
Reply-To: anita@anrsoftware.com  
To: keshawsingh8@icloud.com, keshawsingh7221@gmail.com  
Cc: MANGALMAY GROUP <placement@mangalmay.org>

Dear Keshaw Kumar Singh,

**Congratulations and Welcome to the ANR Family!**

We are excited that you have accepted our job offer and agreed upon your start date. We trust that this mail finds you mutually excited about your new employment with our organization. It is our pleasure to offer you the position of

a **Graduate Trainee Engineer** commencing **14<sup>th</sup> January, 2022.**

Time - 10 AM.

Please find attached the package details. Kindly go through the attached files carefully to have a clear understanding.

In order to opt for Without Accommodation Package, you must have your own personal vehicle (either two or four wheeler) to commute to office. Also, sharing your vehicle with any other employee or commuting through any public transport to office by metro, bus, auto or even through app based cabs (like Ola, Uber, rapido, etc) is strictly not allowed due to pandemic.

We are a product based organization and provide ERP solution to Restaurant Industry and cater to the requirements of our clients who are primarily based in United States of America. Hence, candidates who show their interest in working with us should be open to working in night shifts.

Following terms will be applicable.

- Pick and drop from office-provided accommodations
- Meal services during office hours
- Other lucrative benefits that are offered to our existing employees

For more information about our organization, you can visit [www.anrsoftware.com](http://www.anrsoftware.com).

We shall look forward to hear from you ASAP.

Few Important Guidelines for Trainees:

- Trainees will be having six (6) days working for next one year (Mon-Sat), post which their weekend will be off (5 days working).
- Candidates are required to sign a bond for two (2) years with our organization breaching which will impose a fine amounting to rupees 1 lakh.
- Candidates will be required to submit three (3) of their original educational documents (10<sup>th</sup>, 12<sup>th</sup> and Graduation) with us as a security, which will be released after completion of two (2) years with our organization.

Kindly refer to the following screen for the list of documents that you need to carry on the day of your joining.

<https://mail.google.com/mail/u/2/?ik=3038336bdb&view=pt&search=all&permmsgid=msg-f%3A1720321833644418142&dsq=1&simpl=msg-f%3A172...> 1/3

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



# Welcome on-Board

Bring following documents in ORIGINAL at the time of your joining.

### Educational Documents

- Master's & Certificate Degree
- Class 10th
- Class 12th
- Graduation
- Post Graduation

### ID Proofs

- Aadhar Card
- Pan Card
- Voter ID
- Driving Licence
- Passport

\*Mandatory

### 6 US Visa Size Photographs

- Specifications
- 2"x2" with White background
  - Recommendation
  - Non-white solid shirt
  - Softcopy of the same from photographer (no scanned images)

### Previous Organisation's Documents

- Joining Letter
- Resignation Letter
- Bank Statement of past 3 months (Applicable only on experienced candidates)



Reporting Date/Time - Refer to the Mail

Contact Person: Anita Choudhary (HR)  
 Contact No: 91-9560996252  
 Email: anita@anrsoftware.com



B-103 & 104, Sector-63, Noida  
 201301 (UP) INDIA  
 Nearest Metro Station: Noida Sector 62  
 Landmark: Near Tech Mahindra and Fortis Hospital  
[www.anrsoftware.com](http://www.anrsoftware.com)

Thanks & Regards

Anita Choudhary  
Human Resource

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/>

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

Name	Base package Without Acco
Description	Annual (Rs.)
Basic	3,410.00
HRA	1,705.00
Conveyance	0.00
Medical	0.00
Special Allowance	10,385.00
	<hr/>
Monthly Comp Total	15,500.00
Employer PF Contribution	1,655.00
Employer ESI Contribution	504.00
	<hr/>
Monthly Total	17,659.00
Fringe Benefits	3,000.00
	<hr/>
Actual Monthly With FB	20,659.00
Employee PF Contribution	1,655.00
Employee ESI Contribution	117.00
	<hr/>
Monthly In Hand(Before Taxes)	13,728.00
<hr/> Annual <hr/>	<hr/>
Mediclaime	4,008.00
Variable Pay	0.00
Annual Gratuity	1,967.00
Annual Package	253,883.00

Ⓐ B-103 & 104, Sector-63,  
Noida - 201301.

Ⓒ +91 0120 4278329,  
2406004, +91 95 6099 6270

Ⓓ info@anrsoftware.com  
www.anrsoftware.com

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



Date: 18/05/2022 -

**OFFER LETTER**

MR KULDEEP SINGH  
MIET, GREATER NOIDA

Dear Kuldeep,

We are pleased to offer you the post Associate Professional Software Engineer in SDAD Technology Pvt. Ltd, on the following terms & Conditions. Your salary will be CTC 3, 40,000 annually. You are kindly advised to report at SDAD TECHNOLOGY B 1, First Floor, Sec. 8, Noida (UP)

**OFFER VALIDITY:** This offer is valid for seven days from the offer date.

The following points outline the terms and conditions we are proposing

- Title: Associate Professional Software Engineer
- Start Date: 01/07/2022, Monday
- Salary: CTC 3,40,000/- annually

As a part of your joining formalities, you need to submit following documents

- 1) Copies of Certificates/Testimonials (Education)
- 2) No Objection certificate from college (if applicable)
- 3) Training Certificate
- 4) Adhaar Card (Mandate)
- 5) Copy of PAN Card (Mandate)
- 6) 4 Passport Size Photographs
- 7) Cancel Cheque / Rent Agreement

Please Sign a duplicate copy of this letter in confirmation of terms & conditions written herein above. We look forward to your joining in our company and wishing for your long association with us.


With Best Wishes,

HR MANAGER  
Suhail Wahid Khan

I hereby confirm that I have been clearly explained the salary package. I accept the above mentioned terms & conditions offered to me."

Name... KULDEEP SINGH .....Signature..... 

Date..... 18/05/2022 .....

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

Date: 19<sup>th</sup> October, 2021

## Offer Letter

Dear Ms. Monalisa Kapri,

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 **11<sup>th</sup> November 2021**. Your internship is expected to end on **30<sup>th</sup> June 2022**.

**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

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

**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.

Manalisa Kaur Name  Signature 22-10-20 Date

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

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



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



Date: 27 Feb 2022

Dear Pitam,

We are delighted to share the Letter of Intent to you at the position of Salesforce Admin. Your total CTC will be Rs 3 Lakh per annum (Three Lakh 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 28th Feb 2022

Failure of confirmation of acceptance of this offer on your part by 28th Feb 2022, will automatically lead to offer cancellation.

Wishing you all the best,

For Cloud Analogy Softech Pvt Ltd,

Divya Dang

Head HR

A Cloud Computing Solution Company

A-17, Sector-63, Noida-201307

+91 (120) 414-7360

Partner

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



## Annexure - 2

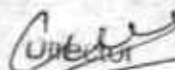
At the time of joining Cloud Analogy Softech Pvt Ltd the following documents and information must be made available to us.

List of documents that need to be submitted:

S.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, Aadhaar card, passport (All sheets)
9	Copy of your updated resume


- 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.

A Cloud Computing Solution Company

  
Director

- 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.

Accepted true of for

  
27/02/2022

\*This is a digitally produced letter no physical signature is needed.\*

A Cloud Computing Solution Company

A-17, Sector-63, Noida-201307

+91 (120) 414-7360





Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F



Date: 23<sup>rd</sup> September, 2021

Mr. Rajeev Ranjan  
Mangalmay Institute - Greater Noida-201310

## INTERNSHIP LETTER

This is with reference to the interview held with you, we are pleased to issue you the letter of Intent with Ginger Webs, the details of which are as under:

Position	:	Business Development Executive
Department	:	Institutional Sales
Date of joining	:	27 <sup>th</sup> September, 2021
Location	:	Noida
Reporting To	:	Major Account Manager

This offer letter is subject to the following conditions:

1. Certificates of qualification (Original and Photocopy)
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all documents

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of internship, without assigning any reason what so ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post. There is a time commitment of 1 year post completion of the internship.

Your period of internship will be for 6 months and your monthly stipend would be Rupees 15000/- (Rupees Fifteen Thousand Only). Deductions for Employee Welfare are as applicable.

We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of Ginger Family.

We look forward to welcome you aboard.

For Ginger Webs Pvt. Ltd.

VP- HR & Corporate Strategy

Accepted & Agreed

Signature & date

Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TR6

Placed Students List-2022

S.No.	University Roll No.	Name	contact no.	Ref. No./Mail id with Date	Company Name	Contact No.	Package
1	1878640001	AMIT SINGH	7881158229	CIR-U74143DL2014PTC? Date: 20th December, 2021	VIVO	1800-208-3388	2.76 LPA
2	1878640002	ANUJ KUMAR SINGH	8384094576				
3	1878640003	ATUL KUMAR	8800612680	CIR-U74143DL2014PTC? Date: 20th December, 2021	VIVO	1800-208-3388	2.76 LPA
4	1878640005	GANESH YADAV	9899848908	24th February, 2022	Trabs International	1860 266 0099	2.28 LPA
5	1878640006	HITESH KUMAR	6395798802	24th February, 2022	Trabs International	1860 266 0099	2.28 LPA
6	1878640008	MD ABDULLAH	7982706811				
7	1878640009	MODASSAR RAZA	7654812123	arif.kaushar@oppo.com Date: 16th February, 2022	Oppo Mobiles	120 - 6108888	2.64 LPA
8	1878640010	NARAYAN PARAJULI	9717091640				
9	1878640014	SIMRAN GAUR	9582879815	Emp ID TR0014 Date: 14th March, 2022	Hiching Vivo	011-40612747	2.76 LPA
10	1878640015	VIDIT MALHOTRA	9205536359	11th October, 2022	Extramarks	91-120-4175300	8.00 LPA
11	1878640016	VINEET KUMAR SINGH	9711357657				
12	1878640017	VIVEK TYAGI	8586042617				
13	1907860409002	UDIT SHARMA	7982201448	24th February, 2022	Trabs International	1860 266 0099	2.28 LPA

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

(Halcheng Vivo Mobile (India) Private Limited  
CIN-U74143DL2014PTC?  
Dated: 20 Dec 2021  
EMP ID: CRO02d  
Delhi



Dear Amit Singh


This letter is to extend a formal offer letter as Trainee Sales at Halcheng Mobile (India) Private Limited. Your training program will be located at Delhi.

1. Date of commencement will be 3<sup>rd</sup> Jan 2022.
2. Your Monthly in hand salary is Rs.23000 /-.
3. The said duration can be prematurely terminated with a with a notice of 7 days on performance parameters. However, in event of your resignation, the company will sole discretion will have an option to accept the same and relieve you prior to completion to stipulated notice period of 7 days
4. You are required to serve the 4 months training period without any failure.
5. Also in case the individual fails to achieve the target the training period may extended as per the applicability and decision by the Management.
6. During your tenure further, you will not take up any other employment or assignment or any office, honor or for any consideration, in case or in kind or otherwise, without the prior written permission of the Company.
7. You will be required to maintain the utmost secrecy in respect of Project documentation, Technology, Company policies etc.
8. The management will view your performance continuously during the period of your training and if your performance will be found satisfactory and outstanding, management can decide to retain as a regular employee of the organization.
9. The offer letter is being issued to you on the basis of the Information and particulars furnished by you in your application/bio-data, at the time of interview.

We hope that you will contribute your best to the organization and add values in your and company growth, We welcome you on board and look forward to long term mutually beneficial association.

Regards,

  
Mr. Ravi Kumar  
Manager - HR

  
Mangaldeep Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F

(Haicheng Vivo Mobile (India) Private Limited  
CIN-U74143DL2014PTC?  
Dated: 20 Dec 2021  
EMP ID: CRO03d  
Delhi



Dear Atul Kumar


This letter is to extend a formal offer letter as Trainee Sales at Haicheng Mobile (India) Private Limited. Your training program will be located at Delhi.

1. Date of commencement will be 3<sup>rd</sup> Jan 2022.
2. Your Monthly in hand salary is Rs.23000 /-.
3. The said duration can be prematurely terminated with a notice of 7 days on performance parameters. However, in event of your resignation, the company will have an option to accept the same and relieve you prior to completion to stipulated notice period of 7 days.
4. You are required to serve the 4 months training period without any failure.
5. Also in case the individual fails to achieve the target the training period may be extended as per the applicability and decision by the Management.
6. During your tenure further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in case or in kind or otherwise, without the prior written permission of the Company.
7. You will be required to maintain the utmost secrecy in respect of Project documentation, Technology, Company policies etc.
8. The management will view your performance continuously during the period of your training and if your performance will be found satisfactory and outstanding, management can decide to retain you as a regular employee of the organization.
9. The offer letter is being issued to you on the basis of the information and particulars furnished by you in your application/bio-data, at the time of interview.

We hope that you will contribute your best to the organization and add value in your and company growth. We welcome you on board and look forward to a long term mutually beneficial association.

Regards,

  
Mr. Ravi Kumar  
Manager - HR

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



# Trabs International Pvt. Ltd.

## PRIVATE & CONFIDENTIAL

Date: 24th-Feb-22

Dear Ganesh Yadav,

### APPOINTMENT LETTER

We are pleased to offer you an appointment with Trabs International Pvt.Ltd. on the following terms and conditions

You shall perform your duties initially at our Noida office from 1<sup>st</sup> March 2022.

However, the Company may at its sole discretion, transfer or assign you to work in any unit or department within the Company group or the Clients' offices in India or abroad in future depending on the exigencies of work, with or without any change in the terms and conditions of the appointment.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment attached as Annexure B.

You agree and confirm that you will comply with all Company policies and procedures issued including, for the avoidance of doubt, the Company's Code of Conduct and related training.

We would be pleased to have your confirmation in writing that you agree and accept this offer on these terms and conditions. Please sign and date the attached copy and return it to our Human Resources Department immediately.

Yours sincerely,

Trabs International Private Limited

Amit Bajpai

Director

Ganesh Yadav  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F

Regd. & Corporate office: Flat No. B-23, Sector PI, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India



# Trabs International Pvt. Ltd.

Annexure A

## COMPENSATION AND BENEFITS (INCLUDING FBP)

Name: Ganesh Yadav

Designation: Graduate Engineer Trainee

Salary slabs		Monthly Salary (during Training period -Up to first 6 months / confirmation) in INR	Monthly Salary (After 6 months / confirmation) in INR	Annual Salary ( after 6 months / Confirmation) in INR
Fixed Pay		12000	14000	168000
Variable Pay	Performance =100%	2000	2000	24000
Total 1		14000	16000	192000
	Performance >=120%	5000	5000	60000
Total 2		17000	19000	228000

S No.	Performance KRA
1	Project Management
2	Customer Management
3	Cost Management



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

Regd. & Corporate office: Flat No. B-23, Sector PI, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India



# Trabs International Pvt. Ltd.

Annexure B

## TERMS AND CONDITIONS OF EMPLOYMENT

### 1. DATE OF APPOINTMENT

Your appointment is effective from the date of joining on 1<sup>st</sup> March-2022.

### 1.2. Probation Period

You will remain on training/probation period for the initial six months from the date of joining. After reviewing the performance of six months and if it will be found satisfactory confirmation will be given in writing.

### 2. COMPENSATION & BENEFITS RELATED

Your compensation indicated in the Compensation & Benefits worksheet attached hereto and incorporated above, will be payable net of statutory deductions at the end of each month on a pro-rata basis as may be applicable and reviewed appropriately based upon your performance/accomplishments. Benefits as applicable are subject to modification, suspension, substitution or discontinuation at the Company's sole discretion.

### 3. NATIONAL AND PUBLIC HOLIDAYS

3.1. You will be entitled to Public and National holidays where these are recognized by the Company.

### 4. WORKING PATTERN

4.1. You will be required to observe the working hours as prescribed by the Company. The Company reserves the right, at any point of time, to designate mandatory office timings / inform the office where you must report to work.

### 5. DUTIES


You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager(s).

You are required to devote your full time and attention during working hours to the performance of your duties, and to act in the best interests of the Company at all times. You must not, at any time during your employment (either during working hours or outside), except with the Company's prior written approval, undertake any work, or be in any way concerned or be interested in any business or activity which may, in the Company's opinion, adversely affect the proper performance of your duties, the Company's business or its reputation.

### 6. COMPANY POLICIES

It is an express condition of your employment that you agree to uphold Trabs commitment to ethical business practices as detailed in Trabs policy "Integrity: The Spirit & the Letter of

Regd. & Corporate office: Flat No. B-23, Sector P1, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

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



# Trabs International Pvt. Ltd.

Our Commitment" and any associated documentation as amended over time. By signing this letter you accept, understand and agree that you will sign and return the acknowledgment form, or complete such other process as determined by the Company, constituting your acknowledgment of receipt of the Trabs Integrity Policy and your personal commitment to comply with the policies described therein. The company will take legal action if the employee is found in unethical practices.

You are required to familiarize yourself with the Company's health and safety procedures and take care of your own health and safety and that of your colleagues. The Company reviews its safety procedures regularly. You should report any safety concerns to your manager as quickly as possible. If you are engaged on certain processes, or working in certain areas, it will be necessary for you to wear protective clothing. This will be notified to you after joining the Company.

You will be required to apply and maintain the highest standard of personal conduct and integrity and comply with the Trabs Integrity Policy, the terms of this letter and/or any other Company policies and procedures. Any violation of the same can result in disciplinary action including legal being taken against you, which may result in termination of your employment with or without notice or compensation.

## 7. DATA PROTECTION

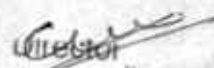
7.1. The Company processes personal data relating to its employees for a range of legitimate human resources, business, administrative and safety/security purposes.

8. You agree that the Company may disclose your name, contact details, gender and such other information as is necessary to facilitate your enrolment in, and continuing membership of, any plan provided by or on behalf of the Company (including any pension plan). By signing these Terms and Conditions of Employment as part of your appointment you are also consenting to the processing of all such 'non sensitive data' and this will be deemed to continue whilst you remain a member of the plan(s). From time to time, you may also be asked to provide 'sensitive data' such as medical details and the like but you will be asked to specifically consent to the processing of such sensitive data at the time it is provided. For further information, please see the Trabs Integrity Policy that covers the use and management of such sensitive data.

## 9. COMPANY PROPERTY

On resignation and/or on termination of your employment (either immediately upon request or before the last day of employment as the latest, whichever is earlier) you are required to return to the Company all Company property including any Company car, Company credit or charge cards, mobile phone and Mobile Handset (if applicable), your security pass and/or keys, computer, laptop plus hard and software (including discs), data in any form and all documents in whatever form (including notes and minutes of meetings), customer lists, diaries, address books, computer printouts, plans, projections, publicity material, brochures, price lists together with all copies (irrespective of by whom and in what circumstances such copies were made) which were in your possession or under your control.

Regd. & Corporate Office: Flat No. B-23, Sector PL, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

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





# Trabs International Pvt. Ltd.

## 10. DEDUCTIONS

You agree that the Company may deduct from your compensation (including leave encashment, pay in lieu of notice etc.) any amounts, which are owed by you to the Company, or any amounts in respect of damage to Company property caused by you or to replace Company property that you fail to return to the Company or which are required under any other Trabs policy, guideline or procedure or under the terms of this letter.

You agree to inform the Company as soon as reasonably possible in the event of any overpayment of compensation or expenses and refund the same to the Company.

## 11. NOTICE

During probation period you will have a notice period of one week and post confirmation of completion of your probation period after 6 months, you will have to give a notice of 1 month in writing in the event of resignation from your services. The Company may at its sole discretion waive all or part of the notice or allow you to pay in lieu thereof. Any resignation would have to be accepted by the Company to become effective. The company will also give you a notice one month in writing in the event of separation.

The Company reserves the right to terminate your employment without assigning any reason whatsoever.

## 12. VARIATIONS OF TERMS AND CONDITIONS

The Company reserves the right to make reasonable changes to any of the terms and conditions of your employment. You will be given appropriate written notice of any such changes, which may be given by way of individual notice or a general notice to all employees. While from time to time the Company changes or introduces policies and procedures in relation to its employees, those will be deemed to apply to this employment.

## 13. APPLICABLE LAW AND DISPUTE RESOLUTION

13.1 These Terms and Conditions of your Employment shall be governed by and construed in accordance with the laws of the Republic of India.

## 14. GENERAL

By signing the Appointment Letter and these Terms and Conditions of Employment that form a part of the Appointment Letter you confirm that there is no contractual or other reason why you should not be recruited by the Company to fulfil this position or perform this function.

For the purposes of this Agreement "Trabs" means any firm, company, business entity or other organization:

- which is directly controlled by the Company; or
- which directly or indirectly controls the Company; or
- which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company;

Regd. & Corporate office: Flat No. B-23, Sector P1, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

  
Director  
Wangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code: TR



# Trabs International Pvt. Ltd.

Please confirm your acceptance of these Terms and Conditions of Employment as part of your appointment by signing in duplicate, retaining one original for yourself and returning the other original to your HR manager at the time of your joining.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

Trabs International Private Limited



Amit Bajpai

Director

*Amit Bajpai*  
Director  
Mangalay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRB

Regd. & Corporate office: Flat No. B-23, Sector P1, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India



# Trabs International Pvt. Ltd.

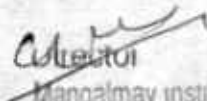
## Documents to be submitted:-

- 1) Certificates supporting your Educational Qualification along with mark sheets (10<sup>th</sup>, 12<sup>th</sup>, Graduation, Post-Graduation, and Diploma & Course Certifications)
- 2) Latest Salary Slip & Bank Statement in which salary credited for Last Three months
- 3) Date of birth certificate or (10<sup>th</sup> standard Certificate)
- 4) Copy of Last Employment/ Appointment Letter
- 5) Proof of Address Passport Voter ID/Driving License/Ration Card/Landline Bill of Govt. Sector (Copy of Any 2)
- 6) Four (4) Passport Size Color Photograph (Self)
- 7) PAN Card copy. This is mandatory document.
- 8) Accepted Copy of Resignation Letter, Relieving letter & Experience certificate from present organization.
- 9) Copy of Form 16 last received and in case joining mid-year, all salary slips till date from last Employer) employer for computation of tax liability

## Note:

1. Please carry your all above mentioned Original Documents/Certificates at the time of Joining for Verification Purpose.
2. All the information provided shall be presumed to be true subject to the verification of the documents. Also, company reserves its right to get the validation check of submitted documents or information including 3<sup>rd</sup> party verification and in case of adverse opinion of any nature company may cancel/withdraw this appointment letter without any prior notification. If any or all found wrong this offer letter shall be treated as withdrawn of the such wrong information received and company shall reserve all legal rights to take necessary action.
3. This appointment letter is valid only when you will submit all the mentioned documents subject to authenticity else in absence of documents submission, this offer letter shall be lapsed & void and no claim can be made on the company for any nature regarding employment.
4. This offer letter also subject to background verification including integrity, legal, financial, cbi or any criminal background check.

Regd. & Corporate office: Plot No. B-23, Sector P1, 3<sup>rd</sup> Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

  
Anil Kumar

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



# Trabs International Pvt. Ltd.

## Confidentiality Undertaking

I understand that in the course of performing my duties related to my employment position, I may be given access to the company's confidential information, including but not limited to the company's financial information, business plans, analyses, reports, bids and proposals, tendering documents, technical innovations, design, inventions, client lists and other sensitive, privileged information and intellectual property of the company.

Similarly there may be sensitive and privileged information of our clients which I may be given access to.

With regard to the sensitive and privileged information mentioned above, I undertake that I shall only use the information to perform my duty in the company and shall keep the information confidential. I shall not divulge the information to any person and/or any party without the company's prior written authorization. I shall exercise care to ensure the information will not be misused. In this regard, I shall not copy, download, forward and/or print any such information use, of the company other than for the purpose of discharging my duties in the company.

I shall observe and comply with the above undertakings during and after termination of my employment with the company. In the event that I have violated my undertaking as stipulated above, I understand I will be subject to disciplinary actions, including summary dismissal, by the company and I may be liable to the legal proceedings and consequences which may be brought against me.

For the avoidance of doubt, the reference of "Company" contained herein shall include your direct employer, or any one of the following entities: (i) a company or entity that is directly or indirectly owned and/or controlled by your direct employer; (ii) a company or entity which directly or indirectly owns and/or controls your direct employer or (iii) a company or entity which is an affiliate of your direct employer being owned or controlled by the same company as mentioned in (ii).

Signed by: \_\_\_\_\_

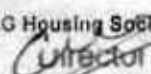
Name:

Position:

NRIC/Passport/FIN No.

Date:

Regd. & Corporate office: Flat No. B-23, Sector P1, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

  
Director  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TR6



# Trabs International Pvt. Ltd.

## PRIVATE & CONFIDENTIAL

Date: 24th-Feb-22

Dear Hitesh Kumar,

### APPOINTMENT LETTER

We are pleased to offer you an appointment with Trabs International Pvt.Ltd. on the following terms and conditions

You shall perform your duties initially at our Noida office from 1<sup>st</sup> March 2022.

However, the Company may at its sole discretion, transfer or assign you to work in any unit or department within the Company group or the Clients' offices in India or abroad in future depending on the exigencies of work, with or without any change in the terms and conditions of the appointment.


Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment attached as Annexure B.

You agree and confirm that you will comply with all Company policies and procedures issued including, for the avoidance of doubt, the Company's Code of Conduct and related training.

We would be pleased to have your confirmation in writing that you agree and accept this offer on these terms and conditions. Please sign and date the attached copy and return it to our Human Resources Department immediately.


Yours sincerely,

Trabs International Private Limited

  
Amit Bajpal

Director

Regd. & Corporate office: Flat No. B-23, Sector Pl, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

  
C. K. Chaturvedi  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRB



# Trabs International Pvt. Ltd.

Annexure A

## COMPENSATION AND BENEFITS (INCLUDING FBP)

Name: Hitesh Kumar

Designation: Graduate Engineer Trainee

Salary slabs		Monthly Salary (during Training period -Up to first 6 months / confirmation) in INR	Monthly Salary (After 6 months / confirmation) in INR	Annual Salary ( after 6 months / Confirmation) in INR
Fixed Pay		12000	14000	168000
Variable Pay	Performance =100%	2000	2000	24000
Total 1		14000	16000	192000
	Performance >=120%	5000	5000	60000
Total 2		17000	19000	228000

S No.	Performance KRA
1	Project Management
2	Customer Management
3	Cost Management



Regd. & Corporate office: Flat No. B-23, Sector P1, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

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



# Trabs International Pvt. Ltd.

Annexure B

## TERMS AND CONDITIONS OF EMPLOYMENT

### 1. DATE OF APPOINTMENT

Your appointment is effective from the date of joining on 1<sup>st</sup> March-2022

### 1.2. Probation Period

You will remain on training/probation period for the initial six months from the date of joining. After reviewing the performance of six months and if it will be found satisfactory confirmation will be given in writing.

### 2. COMPENSATION & BENEFITS RELATED

Your compensation indicated in the Compensation & Benefits worksheet attached hereto and incorporated above, will be payable net of statutory deductions at the end of each month on a pro-rata basis as may be applicable and reviewed appropriately based upon your performance/accomplishments. Benefits as applicable are subject to modification, suspension, substitution or discontinuation at the Company's sole discretion.

### 3. NATIONAL AND PUBLIC HOLIDAYS

3.1. You will be entitled to Public and National holidays where these are recognized by the Company.

### 4. WORKING PATTERN

4.1. You will be required to observe the working hours as prescribed by the Company. The Company reserves the right, at any point of time, to designate mandatory office timings / inform the office where you must report to work.

### 5. DUTIES

You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager(s).

You are required to devote your full time and attention during working hours to the performance of your duties, and to act in the best interests of the Company at all times. You must not, at any time during your employment (either during working hours or outside), except with the Company's prior written approval, undertake any work, or be in any way concerned or be interested in any business or activity which may, in the Company's opinion, adversely affect the proper performance of your duties, the Company's business or its reputation.

### 6. COMPANY POLICIES

It is an express condition of your employment that you agree to uphold Trabs commitment to ethical business practices as detailed in Trabs policy "Integrity: The Spirit & the Letter of

Regd. & Corporate offices: Flat No. B-23, Sector PI, 2nd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

  
Director

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



# Trabs International Pvt. Ltd.

Our Commitment\* and any associated documentation as amended over time. By signing this letter you accept, understand and agree that you will sign and return the acknowledgment form, or complete such other process as determined by the Company, constituting your acknowledgment of receipt of the Trabs Integrity Policy and your personal commitment to comply with the policies described therein. The company will take legal action if the employee is found in unethical practices.

You are required to familiarize yourself with the Company's health and safety procedures and take care of your own health and safety and that of your colleagues. The Company reviews its safety procedures regularly. You should report any safety concerns to your manager as quickly as possible. If you are engaged on certain processes, or working in certain areas, it will be necessary for you to wear protective clothing. This will be notified to you after joining the Company.

You will be required to apply and maintain the highest standard of personal conduct and integrity and comply with the Trabs Integrity Policy, the terms of this letter and/or any other Company policies and procedures. Any violation of the same can result in disciplinary action including legal being taken against you, which may result in termination of your employment with or without notice or compensation.

## 7. DATA PROTECTION


7.1. The Company processes personal data relating to its employees for a range of legitimate human resources, business, administrative and safety/security purposes.

8. You agree that the Company may disclose your name, contact details, gender and such other information as is necessary to facilitate your enrolment in, and continuing membership of, any plan provided by or on behalf of the Company (including any pension plan). By signing these Terms and Conditions of Employment as part of your appointment you are also consenting to the processing of all such 'non sensitive data' and this will be deemed to continue whilst you remain a member of the plan(s). From time to time, you may also be asked to provide 'sensitive data' such as medical details and the like but you will be asked to specifically consent to the processing of such sensitive data at the time it is provided. For further information, please see the Trabs Integrity Policy that covers the use and management of such sensitive data.

## 9. COMPANY PROPERTY

On resignation and/or on termination of your employment (either immediately upon request or before the last day of employment at the latest, whichever is earlier) you are required to return to the Company all Company property including any Company car, Company credit or charge cards, mobile phone and Mobile Handset (if applicable), your security pass and/or keys, computer, laptop plus hard and software (including discs), data in any form and all documents in whatever form (including notes and minutes of meetings), customer lists, diaries, address books, brochures, pointouts, plans, projections, publicity material, brochures, price lists together with all copies (irrespective of how and in what circumstances such copies were made) which were in your possession or under your control.

Regd. & Corporate Office: Plot No. B-23, Sector PI, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

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





# Trabs International Pvt. Ltd.

## 10. DEDUCTIONS

You agree that the Company may deduct from your compensation (including leave encashment, pay in lieu of notice etc.) any amounts, which are owed by you to the Company, or any amounts in respect of damage to Company property caused by you or to replace Company property that you fail to return to the Company or which are required under any other Trabs policy, guideline or procedure or under the terms of this letter.

You agree to inform the Company as soon as reasonably possible in the event of any overpayment of compensation or expenses and refund the same to the Company.

## 11. NOTICE

During probation period you will have a notice period of one week and post confirmation of completion of your probation period after 6 months, you will have to give a notice of 1 month in writing in the event of resignation from your services. The Company may at its sole discretion waive all or part of the notice or allow you to pay in lieu thereof. Any resignation would have to be accepted by the Company to become effective. The company will also give you a notice one month in writing in the event of separation.

The Company reserves the right to terminate your employment without assigning any reason whatsoever.

## 12. VARIATIONS OF TERMS AND CONDITIONS

The Company reserves the right to make reasonable changes to any of the terms and conditions of your employment. You will be given appropriate written notice of any such changes, which may be given by way of individual notice or a general notice to all employees. Where from time to time the Company changes or introduces policies and procedures in relation to its employees, these will be deemed to apply to this employment.

## 13. APPLICABLE LAW AND DISPUTE RESOLUTION

13.1 These Terms and Conditions of your Employment shall be governed by and construed in accordance with the laws of the Republic of India.

## 14. GENERAL

By signing the Appointment Letter and these Terms and Conditions of Employment that form a part of the Appointment Letter you confirm that there is no contractual or other reason why you should not be recruited by the Company to fulfill this position or perform this function.

For the purposes of this Agreement "Trabs" means any firm, company, business entity or other organization:

- which is directly controlled by the Company; or
- which directly or indirectly controls the Company; or
- which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company;

Regd. & Corporate Office: Flat No. B-22, Sector PI, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India.

*Director*  
Hrangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code TRF



# Trabs International Pvt. Ltd.

Please confirm your acceptance of these Terms and Conditions of Employment as part of your appointment by signing in duplicate, retaining one original for yourself and returning the other original to your HR manager at the time of your joining.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,


Trabs International Private Limited



Amit Bajpai

Director

Regd. & Corporate Office: Flat No. B-23, Sector PI, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

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



# Trabs International Pvt. Ltd.

## Documents to be submitted:-

- 1) Certificates supporting your Educational Qualification along with mark sheets (10<sup>th</sup>, 12th, Graduation, Post-Graduation, and Diploma & Course Certifications)
- 2) Latest Salary Slip & Bank Statement in which salary credited for Last Three months
- 3) Date of birth certificate or (10th standard Certificate)
- 4) Copy of Last Employment/ Appointment Letter
- 5) Proof of Address Passport Voter ID/Driving License/Ration Card/Landline Bill of Govt. Sector (Copy of Any 2)
- 6) Four (4) Passport Size Color Photograph (Self)
- 7) PAN Card copy. This is mandatory document.
- 8) Accepted Copy of Resignation Letter, Relieving Letter & Experience certificate from present organization.
- 9) Copy of Form 16 (as received and in case joining mid-year, all salary slips till date from last Employer) employer for computation of tax liability

## Note:

1. Please carry your all above mentioned Original Documents/Certificates at the time of Joining for Verification Purpose.
2. All the information provided shall be presumed to be true subject to the verification of the documents. Also, company reserves its right to get the validation check of submitted documents or information including 3rd party verification and in case of adverse opinion of any nature company may cancel/withdraw this appointment letter without any prior notification. If any or all found wrong this offer letter shall be treated as withdrawn of the such wrong information received and company shall reserve all legal rights to take necessary action.
3. This appointment letter is valid only when you will submit all the mentioned documents subject to authenticity else in absence of documents submission, this offer letter shall be lapsed & void and no claim can be made on the company for any nature regarding employment.
4. This offer letter also subject to background verification including integrity, legal, financial, civil or any criminal background check.

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*Director*  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 7AF



# Trabs International Pvt. Ltd.

## Confidentiality Undertaking

I understand that in the course of performing my duties related to my employment position, I may be given access to the company's confidential information, including but not limited to the company's financial information, business plans, analyses, reports, bids and proposals, tendering documents, technical innovations, design, inventions, client lists and other sensitive, privileged information and intellectual property of the company.

Similarly there may be sensitive and privileged information of our clients which I may be given access to.

With regard to the sensitive and privileged information mentioned above, I undertake that I shall only use the information to perform my duty in the company and shall keep the information confidential. I shall not divulge the information to any person and/or any party without the company's prior written authorization. I shall exercise care to ensure the information will not be misused. In this regard, I shall not copy, download, forward and/or print any such information use, of the company other than for the purpose of discharging my duties in the company.

I shall observe and comply with the above undertakings during and after termination of my employment with the company. In the event that I have violated my undertaking as stipulated above, I understand I will be subject to disciplinary actions, including summary dismissal, by the company and I may be liable to the legal proceedings and consequences which may be brought against me.

For the avoidance of doubt, the reference of "Company" contained herein shall include your direct employer, or any one of the following entities: (i) a company or entity that is directly or indirectly owned and/or controlled by your direct employer; (ii) a company or entity which directly or indirectly owns and/or controls your direct employer or (iii) a company or entity which is an affiliate of your direct employer being owned or controlled by the same company as mentioned in (ii).

Signed by: \_\_\_\_\_


Name:

Position:

NRIC/Passport/FIN No.

Date:

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Director  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code - 86



Arun Kumar &lt;arun.kumar@mangalmay.org&gt;

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**Openings for B.tech freshers**

---

Mohammed Arif Kaushar <arif.kaushar@oppo.com>  
To: Arun Kumar <arun.kumar@mangalmay.org>  
Cc: CRD <crd@mangalmay.org>

Wed, Feb 16, 2022 at 3:07 PM

Dear Arun ji,

We are pleased to inform you that one student has been selected from your institution out of four students who appeared for the interview.

1. Modassar Raza

**Thanks & Regards,****Mohd Arif****Deputy Manager-HR**

OPPO Mobiles India Private Limited  
Industrial Plot No.-1 Ecotech-VII ,  
Greater Noida, Uttar Pradesh-201306


Location- <https://www.google.co.in/maps/place/Oppo+Factory+3/@28.4160987,77.561892,17z/data=!3m1!4b1!4m5!3m4!1s0x390cbf77caf1bb1f:0x693a472dc6131f2!8m2!3d28.416094!4d77.5640807?hl=en>

Tel - +91- 120-6108888

Website - [www.oppo.com](http://www.oppo.com)

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<https://mail.google.com/mail/u/1/?ik=f39ef5189a&view=pt&search=all&permmsgid=msg-f%3A1724911953857797115&siml=msg-f%3A17249119538> 1/1

  
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College Code TRR

vivo

**Haicheng Mobile (India) Private Limited**  
(Formerly known as Haicheng Vivo Mobile (India) Private Limited)  
CIN-U74140DL2014PTC271489  
Phone No - 011-40613747  
E-mail - haichengmobile@haicheng.com  
www.vivoindia.com

Date: 14, March 2022  
Emp ID: TH0014

**TRAINING LETTER**

Simran Gaer  
Delhi

Dear Simran,

This letter is to extend a formal offer of internship as Management Trainee at Haicheng Mobile (India) Private Limited. The internship will begin on 15-03-2022 and end on 15-09-2022. Your training program will be located at Delhi.

1. Date of commencement will be 15 March 2022.
2. During the months of internship, the stipend paid to you will be 23,000 Rs. per month.
3. You are eligible for one leave in a month during your internship duration and rest will be LWP (Leave without Pay).
4. The said duration can be prematurely terminated with a notice of 7 days on performance parameters. However, in event of your resignation, the company will sole discretion will have an option to accept the same and relieve you prior to completion to stipulated notice period of 7 days.
5. You are required to serve the 4 months training period without any failure and after that only training certificate will be issued to you. In case of failure to complete this training, no training certificate will be issued. Also in case during the training the individual fails to achieve the target the training period may extended as per the applicability and decision by the Management.
6. During the period of your training with the company, you will devote full time to the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in case or in kind or otherwise, without the prior written permission of the Company.
7. You will be required to maintain the utmost secrecy in respect of Project documentation, Technology, Company policies etc.
8. The management will view your performance continuously during the period of your training and if your performance will be found satisfactory and outstanding, management can decide to retain as a regular employee of the organization. The CTC as applicable would be based on your performance.
9. The Training letter is being issued to you on the basis of the information and particulars furnished by you in your application/bio-data, at the time of interview.

We hope that you will contribute your best to the organization and add values in your and company growth. We welcome you on board and look forward to long term mutually beneficial association.

For Haicheng Mobile (India) Private Limited



*[Signature]*

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College Code TRF



Extramarks Education India Private Limited  
D-180, Sector-63, Noida, U.P. - 201301, India  
Ph. : +91-120-4175300

Date : 11-Oct-2021  
Name : Vidit Malhotra  
Location: Uttar Pradesh,  
Address: House no-550, H Block Alfa-2, Greater Noida

Dear Vidit,

Subject: Provisional 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 ("BDE"). You will be part of the sales team which focuses on business development and you will be equipped technologically to approach and engage with potential customers whilst working from home. The job demands your active engagement with the potential customer by calling or demonstrating company's products through Video Conferencing solutions. With a view to safeguard your own health, the company has strictly prohibited physical contact with the prospects and expects you to engage with prospects telephonically or through virtual meetings.

You will be given virtual trainings on Sales Skills and Customer Engagement techniques, technology tools and company's products which will enable you to use the tools and softwares in approaching a prospect and closing the sale. During the period of training of 15 days, you will be given a stipend of Rs.15000 (Rs Five Thousand Only). Upon successful completion of training, you will be inducted as BDE at a yearly remuneration of Rs. 800004 (Rs. Eight Lacs four thousand Only). Other than the remuneration, you will also be entitled to attractive incentives based upon your performance as per the company policies.

The company has implemented work measurement parameters for employees who are working from home which define how the time spent on work will be measured for fixed salary payout. You may enquire about these metrics and parameters before or after joining the services of the company and the same is also annexed (Annexure -1)

Your employment is liable to be terminated at any time during the training or prior to confirmation of your employment in writing, without citing any reasons. In case you decide to leave the training program at any time after your induction, you will not be paid any stipend, which will only be paid on the successful completion of training, and after your joining in the

We would expect you to join as early as possible but no later than **3-Jan-2022**, beyond which the offer will 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.
- 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/rcfid/NTUzNzA1ODU=>

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.

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College Code TRF

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,

*Satish*

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 03-Jan-2022.

for I Accept the offer  
Accepted

Vidya

*[Signature]*  
Director

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Greater Noida (U.P.)-201310

College Code 786



**Annexure - 1**

<b>Salary Payout Matrix for BDE</b>					
<b>Average Number of Audio Call Recordings from system (Min. 5 Minutes)</b>	<b>Average of VC Recordings/screenshots</b>				
		<b>3+</b>	<b>2-3</b>	<b>1-2</b>	<b>1-0</b>
	<b>20</b>	100%	100%	90%	55%
	<b>15</b>	100%	85%	75%	55%
	<b>10</b>	75%	70%	60%	50%
	<b>5</b>	50%	40%	30%	0%
<b>0</b>	0%	0%	0%	0%	
<b>If Invoiced Revenue for the month is 1 Lac+ 100% Salary is paid</b>					
<b>In Case Revenue Criteria is not met then Input Criteria to be applicable and Salary will be paid as % given in the grid + Leave Days</b>					
<b>Connected call of 5 minutes or more will only be considered from the system</b>					
<b>Video Conductions will only be counted with recording or screenshot</b>					
<b>Only working Days to be considered</b>					
<b>Territory Head - GM/AGM will have authority to Grant upto 30% of pay on their discretion</b>					



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College Code TRF



# Trabs International Pvt. Ltd.

PRIVATE & CONFIDENTIAL

Date: 24th-Feb-22

Dear Udit Sharma,

## APPOINTMENT LETTER

We are pleased to offer you an appointment with Trabs International Pvt.Ltd. on the following terms and conditions

You shall perform your duties initially at our Noida office from 1<sup>st</sup> March 2022.

However, the Company may at its sole discretion, transfer or assign you to work in any unit or department within the Company group or the Clients' offices in India or abroad in future depending on the exigencies of work, with or without any change in the terms and conditions of the appointment.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment attached as Annexure B.

You agree and confirm that you will comply with all Company policies and procedures issued including for the avoidance of doubt, the Company's Code of Conduct and related training.

We would be pleased to have your confirmation in writing that you agree and accept this offer on these terms and conditions. Please sign and date the attached copy and return it to our Human Resources Department immediately.

Yours sincerely,

Trabs International Private Limited

Amit Bajpai

Director

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# Trabs International Pvt. Ltd.

Annexure A

## COMPENSATION AND BENEFITS (INCLUDING FBP)

Name: Udit Sharma

Designation: Graduate Engineer Trainee

Salary slabs		Monthly Salary (during Training period -Up to first 6 months / confirmation) in INR	Monthly Salary (After 6 months / confirmation) in INR	Annual Salary ( after 6 months / Confirmation) in INR
Fixed Pay		12000	14000	168000
Variable Pay	Performance =100%	2000	2000	24000
Total 1		14000	16000	192000
	Performance >=120%	5000	5000	60000
Total 2		17000	19000	228000

S No.	Performance KRA
1	Project Management
2	Customer Management
3	Cost Management

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College Code TRR



# Trabs International Pvt. Ltd.

## Annexure B

### TERMS AND CONDITIONS OF EMPLOYMENT

#### 1. DATE OF APPOINTMENT

Your appointment is effective from the date of joining on 1<sup>st</sup> March-2022

#### 1.2. Probation Period

You will remain on training/probation period for the initial six months from the date of joining. After reviewing the performance of six months and if it will be found satisfactory confirmation will be given in writing.

#### 2. COMPENSATION & BENEFITS RELATED

Your compensation indicated in the Compensation & Benefits worksheet attached hereto and incorporated above, will be payable net of statutory deductions at the end of each month on a pro-rata basis as may be applicable and reviewed appropriately based upon your performance/accomplishments. Benefits as applicable are subject to modification, suspension, substitution or discontinuation at the Company's sole discretion.

#### 3. NATIONAL AND PUBLIC HOLIDAYS

3.1. You will be entitled to Public and National holidays where these are recognized by the Company.

#### 4. WORKING PATTERN

4.1. You will be required to observe the working hours as prescribed by the Company. The Company reserves the right, at any point of time, to designate mandatory office timings / inform the office where you must report to work.

#### 5. DUTIES

You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager(s).

You are required to devote your full time and attention during working hours to the performance of your duties, and to act in the best interests of the Company at all times. You must not, at any time during your employment (either during working hours or outside), except with the Company's prior written approval, undertake any work, or be in any way concerned or be interested in any business or activity which may, in the Company's opinion, adversely affect the proper performance of your duties, the Company's business or its reputation.

#### 6. COMPANY POLICIES

It is an express condition of your employment that you agree to uphold Trabs commitment to ethical business practices as detailed in Trabs policy "Integrity: The Spirit & the Letter of

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College Code TRF



# Trabs International Pvt. Ltd.

Our Commitment" and any associated documentation as amended over time. By signing this letter you accept, understand and agree that you will sign and return the acknowledgment form, or complete such other process as determined by the Company, constituting your acknowledgment of receipt of the Trabs Integrity Policy and your personal commitment to comply with the policies described therein. The company will take legal action if the employee is found in unethical practices.

You are required to familiarize yourself with the Company's health and safety procedures and take care of your own health and safety and that of your colleagues. The Company reviews its safety procedures regularly. You should report any safety concerns to your manager as quickly as possible. If you are engaged on certain processes, or working in certain areas, it will be necessary for you to wear protective clothing. This will be notified to you after joining the Company.

You will be required to apply and maintain the highest standard of personal conduct and integrity and comply with the Trabs Integrity Policy, the terms of this letter and/or any other Company policies and procedures. Any violation of the same can result in disciplinary action including legal being taken against you, which may result in termination of your employment with or without notice or compensation.

## 7. DATA PROTECTION


7.1. The Company processes personal data relating to its employees for a range of legitimate human resources, business, administrative and safety/security purposes.

8 You agree that the Company may disclose your name, contact details, gender and such other information as is necessary to facilitate your enrolment in, and continuing membership of, any plan provided by or on behalf of the Company (including any pension plan). By signing these Terms and Conditions of Employment as part of your appointment you are also consenting to the processing of all such 'non sensitive data' and this will be deemed to continue whilst you remain a member of the plan(s). From time to time, you may also be asked to provide 'sensitive data' such as medical details and the like but you will be asked to specifically consent to the processing of such sensitive data at the time it is provided. For further information, please see the Trabs Integrity Policy that covers the use and management of such sensitive data.

## 9. COMPANY PROPERTY

On resignation and/or on termination of your employment (either immediately upon request or before the last day of employment at the latest, whichever is earlier) you are required to return to the Company all Company property including any Company car, Company credit or charge cards, mobile phone and Mobile Handset (if applicable), your security pass and/or keys, computer, laptop plus hard and software (including discs), data in any form and all documents in whatever form (including notes and minutes of meetings), customer lists, diaries, address books, computer printouts, plans, projections, publicity material, brochures, price lists together with all copies (irrespective of by whom and in what circumstances such copies were made) which were in your possession or under your control.

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Director  
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# Trabs International Pvt. Ltd.

## 10. DEDUCTIONS

You agree that the Company may deduct from your compensation (including leave encashment, pay in lieu of notice etc.) any amounts, which are owed by you to the Company, or any amounts in respect of damage to Company property caused by you or to replace Company property that you fail to return to the Company or which are required under any other Trabs policy, guideline or procedure or under the terms of this letter.

You agree to inform the Company as soon as reasonably possible in the event of any overpayment of compensation or expenses and refund the same to the Company.

## 11. NOTICE

During probation period you will have a notice period of one week and post confirmation of completion of your probation period after 6 months, you will have to give a notice of 1 month in writing in the event of resignation from your services. The Company may at its sole discretion waive all or part of the notice or allow you to pay in lieu thereof. Any resignation would have to be accepted by the Company to become effective. The company will also give you a notice one month in writing in the event of separation.

The Company reserves the right to terminate your employment without assigning any reason whatsoever.

## 12. VARIATIONS OF TERMS AND CONDITIONS

The Company reserves the right to make reasonable changes to any of the terms and conditions of your employment. You will be given appropriate written notice of any such changes, which may be given by way of individual notice or a general notice to all employees. Where from time to time the Company changes or introduces policies and procedures in relation to its employees, these will be deemed to apply to this employment.

## 13. APPLICABLE LAW AND DISPUTE RESOLUTION

13.1 These Terms and Conditions of your Employment shall be governed by and construed in accordance with the laws of the Republic of India.

## 14. GENERAL

By signing the Appointment Letter and these Terms and Conditions of Employment that form a part of the Appointment Letter you confirm that there is no contractual or other reason why you should not be recruited by the Company to fulfill this position or perform this function.

For the purposes of this Agreement "Trabs" means any firm, company, business entity or other organization:

- which is directly controlled by the Company; or
- which directly or indirectly controls the Company; or
- which is directly or indirectly controlled by a third party who also directly or indirectly Controls the Company;

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# Trabs International Pvt. Ltd.

Please confirm your acceptance of these Terms and Conditions of Employment as part of your appointment by signing in duplicate, retaining one original for yourself and returning the other original to your HR manager at the time of your joining.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

Trabs International Private Limited

Amit Bajpal

Director

Regd. & Corporate office: Flat No. B-23, Sector P1, 3rd Floor, LG Housing Society, Greater Noida, Gautam Buddha Nagar, Uttar Pradesh 201310, India

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



# Trabs International Pvt. Ltd.


## Documents to be submitted:-

- 1) Certificates supporting your Educational Qualification along with mark sheets (10<sup>th</sup>, 12<sup>th</sup>, Graduation, Post-Graduation, and Diploma & Course Certifications)
- 2) Latest Salary Slip & Bank Statement in which salary credited for Last Three months
- 3) Date of birth certificate or (10<sup>th</sup> standard Certificate)
- 4) Copy of Last Employment/ Appointment Letter
- 5) Proof of Address Passport Voter ID/Driving License/Ration Card/Landline Bill of Govt. Sector (Copy of Any 2)
- 6) Four (4) Passport Size Color Photograph (Self)
- 7) PAN Card copy. This is mandatory document.
- 8) Accepted Copy of Resignation Letter, Relieving Letter & Experience certificate from present organization.
- 9) Copy of Form 16 last received and in case joining mid-year, all salary slips till date from last Employer/ employer for computation of tax liability

## Note:

1. Please carry your all above mentioned Original Documents/Certificates at the time of joining for Verification Purpose.
2. All the information provided shall be presumed to be true subject to the verification of the documents. Also, company reserves its right to get the validation check of submitted documents or information including 3rd party verification and in case of adverse opinion of any nature company may cancel/withdraw this appointment letter without any prior notification. If any or all found wrong this offer letter shall be treated as withdrawn of the such wrong information received and company shall reserve all legal rights to take necessary action.
3. This appointment letter is valid only when you will submit all the mentioned documents subject to authenticity else in absence of documents submission, this offer letter shall be lapsed & void and no claim can be made on the company for any nature regarding employment.
4. This offer letter also subject to background verification including integrity, legal, financial, civil or any criminal background check.

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





# Trabs International Pvt. Ltd.

## Confidentiality Undertaking

I understand that in the course of performing my duties related to my employment position, I may be given access to the company's confidential information, including but not limited to the company's financial information, business plans, analyses, reports, bids and proposals, tendering documents, technical innovations, design, inventions, client lists and other sensitive, privileged information and intellectual property of the company.

Similarly there may be sensitive and privileged information of our clients which I may be given access to.

With regard to the sensitive and privileged information mentioned above, I undertake that I shall only use the information to perform my duty in the company and shall keep the information confidential. I shall not divulge the information to any person and/or any party without the company's prior written authorization. I shall exercise care to ensure the information will not be misused. In this regard, I shall not copy, download, forward and/or print any such information use, of the company other than for the purpose of discharging my duties in the company.

I shall observe and comply with the above undertakings during and after termination of my employment with the company. In the event that I have violated my undertaking as stipulated above, I understand I will be subject to disciplinary actions, including summary dismissal, by the company and I may be liable to the legal proceedings and consequences which may be brought against me.

For the avoidance of doubt, the reference of "Company" contained herein shall include your direct employer, or any one of the following entities: (i) a company or entity that is directly or indirectly owned and/or controlled by your direct employer; (ii) a company or entity which directly or indirectly owns and/or controls your direct employer or (iii) a company or entity which is an affiliate of your direct employer being owned or controlled by the same company as mentioned in (ii).

Signed by: \_\_\_\_\_


Name:

Position:

NRIC/Passport/FIN No.

Date:

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College Code 78F

## Placed Students List-2022

S.No.	University Roll No.	Name	contact no.	Ref. No./Mail Id with Date	Company Name	Contact No.	Package
1	1878600001	ALOK KUMAR SINGH	7084983862	CPCL/HO/HR/2022/319	Chaitanya projects consultancy pvt Ltd.	120-4120472	2.67 LPA
2	1878600002	AMAN ANSARI	7274864074				
3	1878600008	HARIPATH DAS	9953813345				
4	1878600010	HARSHIT CHAUDHARY	8449564970	CPCL/HO/HR/2022/634 Date: 24th August, 2022	Chaitanya projects consultancy pvt Ltd.	120-4120472	2.67 LPA
5	1878600012	KARAN CHOUDHARY	9001196063				
6	1878600014	NARENDRA THAKUR	9451408219	16th November, 2021	Learning routes	91-9646447750	5.19 LPA
7	1878600016	PRATEEK SHARMA	7838129337	11th October, 2021	Extramarks	91-120-4175300	8.00 LPA
8	1878600017	PRINCE KUMAR RAY	9718578454				
9	1907860009001	MITHUN KUMAR	8920786373	5th March, 2022	Acadecraft	070005 30247	1.92 LPA
10	1907860009002	SURIYAKANT	8448453318	5th March, 2022	Acadecraft	070005 30247	1.92 LPA

*Chaitanya*  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F



**CHAITANYA**  
PROJECTS CONSULTANCY (P) LTD.  
(An ISO 9001:2015 Certified Company)

CIN NO.: U74140DL2004PTC124286

(120) 4120472 | 41120472

Highways, Bridges & Expressways,  
Urban Infrastructures & Railways.

chaitanya.projects@gmail.com

www.chaitanyaprojects.com

CPCPL/HO/HR/2022/319

May 11, 2022

Mr. Alok Kumar Singh,  
S/o Sh. Upendra Kumar Singh,  
194/2, Rasulabad, Teliyarganj  
Prayagraj, Uttar Pradesh- 211004  
Mob: + 91-7084983862  
E-Mail ID: [976upendra@gmail.com](mailto:976upendra@gmail.com)

**Sub: Offer of Employment**

Dear Mr. Singh,

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of "Graduate Engineer Trainee (QS & Billing)" in our Company. As agreed, you are required to join the Company on or before May 12, 2022 falling which this offers stands withdrawn, unless such date is extended and communicated to you in writing. Your place of posting would be at our Corporate office in Noida, Uttar Pradesh, however your services are liable to be transferred anywhere in India or abroad.

Please refer the attached "Annexure" for salary emoluments. A detailed employment Letter will be issued upon your joining with the Company. Either party can terminate this contract without assigning any reason by giving one month's notice or salary in lieu thereof.

Kindly sign and return the duplicate copy of this letter as an acceptance of this offer.

Hope your association with us would be long and mutually beneficial.

for Chaitanya Projects Consultancy Pvt. Ltd.

Akhilesh Singh Jadon  
Sr. Manager (HR)

**CORPORATE OFFICE:**  
101, 1st Floor, Tower No. 3, Okaya Center,  
Block-B, Sector-62, Noida 201301, India

**HEAD OFFICE**  
C-5, 2nd Floor, R.K. Tower, Plot No. 21 - 22,  
Sector-4, Vaishali, Ghaziabad - 201012 (U.P.)

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

May 11, 2022

Chaitanya Projects Consultancy Pvt. Ltd. Compensation Structure			
Name		Alok Kumar Singh	
Designation		Graduate Engineer Trainee (QS & Billing)	
S. N.	Compensation Elements	Monthly	Yearly
<b>A Salary Emoluments</b>			
I	Basic	15,200	1,82,400
II	House Rent Allowance	5,500	66,000
III	Special Allowance	-	-
IV	Telephone Allowance	500	6,000
V	Books & Periodicals	-	-
<b>Total A</b>		<b>21,200</b>	<b>2,54,400</b>
<b>B Statutory Benefits</b>			
VI	ESI - Employer's Contribution	-	-
VII	EPF - Employer's Contribution	-	-
VIII	Bonus	-	-
IX	Gratuity	731	8,772
<b>Total B</b>		<b>731</b>	<b>8,772</b>
<b>C Valuation of Other Benefits</b>			
X	Coverage under GMI (Group Medical Insurance)	334	4,008
XII	Retention Bonus	-	-
<b>Total C</b>		<b>334</b>	<b>4,008</b>
<b>Total Cost to Company</b>		<b>22,265</b>	<b>2,67,180</b>
<b>Note:</b>			
1. The above Compensation structure may be restructured by the Company as and when deemed necessary.			
2. Individual Compensation packages are strictly confidential and as matter of the Company policy, shall not be made public by you.			
3. Each component of Compensation structure shall be governed by the applicable Policy in respect to the Compensation			
4. Payment of gratuity shall be made as per its act			
5. Applicable Income Tax regulations/Tax Deduction at Source rules will be applicable on the above Compensation benefit			
6. You will also be covered under GPA policy for Insured sum of Rs.10 Lakh			
7. Retention Bonus: 50% of amount will be paid after completion of 1st year with the Company and remaining 50% after completion of 2nd Year. The same will be forfeited in case an employee resigns before the due date			

HR - Deptt.

  
Signature of Employee


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



CPCPL/HO/HR/2022/634

August 24, 2022

**Mr. Harshit Chaudhary,**  
S/o Sh. Arvind Chaudhary,  
Akbarpur, Majra Saindwar,  
Bijnor, Uttar Pradesh - 246725  
Mob: + 91- 9953096110  
E-Mail ID: [harshitkrchry@gmail.com](mailto:harshitkrchry@gmail.com)

**Sub: Letter of Appointment**

Dear Mr. Chaudhary,

With reference to your application and subsequent discussions with us, we are pleased to appoint you in our organization on the following terms and conditions with effect from July 13, 2022.

- 1. Designation**  
You will be designated as "Executive (Business Development)".
- 2. Location**  
Your place of posting would be at our Corporate Office in Noida.
- 3. Remuneration**  
Detailed break up of your salary emoluments has been shown in enclosed Annexure.
- 4. Correspondence Address**  
The above-mentioned contact details shall be used by the management for correspondence in future. In case of change in address, you must intimate to the Company in writing.
- 5. Probation Period**  
At first instance you will be on probation for a period of six months from the date of your joining. However, the management reserves its right and at its sole discretion may extend your probation period for such term as considered appropriate.
- 6. Notice Period**  
Either party can terminate this agreement by giving notice period of one month without assigning any reason thereof. However, shortfall in notice period is adjustable with salary.

**CORPORATE OFFICE:**  
101, 1st Floor, Tower No. 3, Okaya Center,  
Block-B, Sector-62, Noida 201301, India

**HEAD OFFICE:**  
C-4 & C-5, 2nd Floor, R.K. Tower, Plot No. 21 - 22,  
Sector-4, Vaishali, Ghaziabad - 201012 (U.P.)

Page 1 of 4

*Director*  
Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F

**7. Leaves**

You will be entitled for leaves as per company rules. Unapproved leaves will be marked as absent and no compensation will be made for such duration. The Management reserves the right in this connection and may take disciplinary action as deemed fit including the termination of his services with the Company for your prolonged absence.

**8. Transfer**

Your services are liable to be transferred to another office/ site of the Company, it can be utilized in any of our Joint Ventures in case of necessity. In case of such transfer, you will be bound to adhere the working of the site/office concerned without demanding any compensation or extra remuneration. On such transfer, you shall be governed by the conditions of service and rules and regulations that may be prevailing at the place you may be transferred to.

**9. Other Work**

You shall employ yourself efficiently to the best of your ability and devote full time and energy for the prosperity of the Company. You shall not, during the course of your employment with the Company, concern yourself directly or indirectly with any other work or outside duties for gain or honorary without the written permission from the Company.

**10. Retirement**

You shall be retired from the services of the Company on attaining the age of 58 years.

**11. Travel**

You will be required to undertake travel on company work and such expenses shall be reimbursed as per the company rules.

**12. Confidential Information**

You will not disclose or divulge or make public to any unauthorised person except on legal obligation, not use for any purpose other than the company's work during your employment with us or thereafter any information concerning the company's (or its associates) interests, operation, plan, know-how, etc. that you may come to know as an employee of the company, failing which the company can initiate necessary disciplinary action as deemed fit.

**13. Protection of Interest**

If you conceive any new or advance methods of improving processes/ formulate/ systems in relation to the operation of the company, such development will be fully communicated to the company and will be and remain the sole right/property of the company.

*Adit*

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

- 14. Medical fitness**  
This employment is subject to your medical fitness. The management may ask you to undergo medical test during the course of employment. If you are not found medically fit, the management may terminate your services by giving one-month notice or basic salary in lieu thereof.
- 15. Conviction by Court of Law**  
Your services are liable to be terminated without notice or payment in lieu of such notice as and when the Company comes to know of any previous conviction by a Court of Law.
- 16. Past Record/ Incorrect information**  
This employment is based on the information furnished in application form & CV. If, at any time in future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof. In that eventuality, the management is liable to recover the amount paid to him since joining.
- 17. Jurisdiction**  
In case of any dispute, it is advisable that same may be settled amicably by the employee and employer. The Civil courts at Noida, Gautam Buddha Nagar, UP only shall have jurisdiction to adjudicate the disputes arising out or in connection with this agreement.
- 18. Adherence with the Rules**  
Besides above conditions, you shall abide by the rules and regulations of the Company and any other such rules which shall be issued on time to time. The Management can amend/ replace such rules and regulations at any time which shall be binding on you.
- 19. On Separation**  
On acceptance of the separation notice, you will immediately give up to the company before you are relieved all correspondence, specification, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items. Any other asset of the company, furniture, vehicle, office equipment will either be returned to company or retained on payment of such money as the company may decide.

*Accepted*

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

In case, above term and conditions are acceptable to you, kindly sign the duplicate of this letter as a token of having accepted of the above terms & conditions to you.

Hope your association would be long and successful with us.

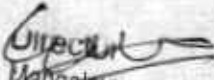
Thanking you.

for Chaltanya Projects Consultancy Pvt. Ltd.

  
Akhilesh S Jadon  
Sr. Manager HR

I have understood and agreed to accept the terms and conditions of the employment mentioned in this letter.

  
\_\_\_\_\_  
Signature of the applicant / Date

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





Date: 16/11/2021

Subject line: Offer of Employment: - Sales Associate

Dear Narendra Thakur,

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

A huge congratulation to you!

You will receive an annualized salary of CTC Rs.5.19 LPA (Five Lakh Nineteen Thousand Per Annum Only) (Rs.24,000/- Fixed per month). Increment of Rs.3000/- to be given during confirmation, based on the performance. The breakup of the CTC would be mentioned on the appointment letter which would be asked to sign on the date of joining. Payment occurs on a monthly basis, on 1<sup>st</sup> week of the consecutive month.

Job Location – Delhi

Your expected starting month is to be informed

This offer is valid until 23/11/2021. To accept the offer, you need to share the below list of documents in the soft copies through email.

List of Documents Required:

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

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

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

Best Regards,  
Ishita Mahajan  
Sr. Human Resource Manager  
+919646447750

Mangalmay Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F



Extramarks Education India Private Limited

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

Ph. +91-120-4175300

Date : 11-Oct-2021  
Name : Prateek Sharma  
Location: Uttar Pradesh,  
Address: Mangalmay Institute, Knowledge park-II, Greater Noida

Dear Prateek,

Subject: Provisional 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 ("BDE"). You will be part of the sales team which focuses on business development and you will be equipped technologically to approach and engage with potential customers whilst working from home. The job demands your active engagement with the potential customer by calling or demonstrating company's products through Video Conferencing solutions. With a view to safeguard your own health, the company has strictly prohibited physical contact with the prospects and expects you to engage with prospects telephonically or through virtual meetings.

You will be given virtual trainings on Sales Skills and Customer Engagement techniques, technology tools and company's products which will enable you to use the tools and softwares in approaching a prospect and closing the sale. During the period of training of 15 days, you will be given a stipend of Rs. 15000 (Rs Five Thousand Only). Upon successful completion of training, you will be inducted as BDE at a yearly remuneration of Rs. 800004 (Rs. Eight Lacs four thousand Only). Other than the remuneration, you will also be entitled to attractive incentives based upon your performance as per the company policies.

The company has implemented work measurement parameters for employees who are working from home which define how the time spent on work will be measured for fixed salary payout. You may enquire about these metrics and parameters before or after joining the services of the company and the same is also annexed (Annexure -1)

Your employment is liable to be terminated at any time during the training or prior to confirmation of your employment in writing, without citing any reasons. In case you decide to leave the training program at any time after your induction, you will not be paid any stipend, which will only be paid on the successful completion of training, and after your joining in the company as a BDE.

We would expect you to join as early as possible but no later than 3-Jan-2022, beyond which the offer will 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.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet forms.
- Adherence to Anti-Corruption Policy.

The URL for the portal is <https://www.extramarks.com/index/filldetail/refid/NTUzNzA1ODU=>

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.

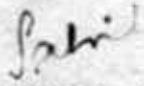
You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any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

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.

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

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!

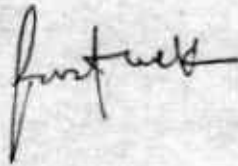
Sincerely,



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 03-Jan-2022.

Accepted



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

**Annexure - 1**

<b>Salary Payout Matrix for BDE</b>					
<b>Average Number of Audio Call Recordings from system (Min. 5 Minutes)</b>		<b>Average of VC Recordings/screenshots</b>			
		<b>3+</b>	<b>2-3</b>	<b>1-2</b>	<b>1-0</b>
	<b>20</b>	100%	100%	90%	65%
	<b>15</b>	100%	85%	75%	55%
	<b>10</b>	75%	70%	60%	50%
	<b>5</b>	50%	40%	30%	0%
<b>0</b>	0%	0%	0%	0%	
<b>If Invoiced Revenue for the month is 1 Lac+ 100% Salary is paid</b>					
<b>In Case Revenue Criteria is not met then Input Criteria to be applicable and Salary will be paid as % given in the grid + Leave Days</b>					
<b>Connected call of 5 minutes or more will only be considered from the system</b>					
<b>Video Conductions will only be counted with recording or screenshot</b>					
<b>Only working Days to be considered</b>					
<b>Territory Head - GM/AGM will have authority to Grant upto 30% of pay on their discretion</b>					

*Director*

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



**ACADECRAFT INC.**  
Smart People, Smart Content

**Letter of Intent**

Dear Mithun Kumar,  
Congratulations!

Subsequent to your interview and discussions with us, we are pleased to offer you an appointment for the role of **Research Associate- Civil** at a CTC of **192000/- p.a.** with **Acadecraft Pvt. Ltd.** We take this opportunity to appreciate your decision to join the Acadecraft family at Noida. As mutually agreed, your joining with us will be dated on **5-March-2022.**


Please be noted that in case of voluntary or involuntary separation of your employment within the first 15 working days, the company will not be liable to process your payroll. You are requested to report at 10:00 AM on skype on the day of your joining or your candidature will be cancelled.

Kindly give a confirmation on the same.

On the date of your joining, kindly have the soft copies of the following documents ready with you:

- Copies of certificates of qualification from Standard 10th to the highest degree
- Copy of relieving or experience letter from previous employer/s (if applicable)
- Copies of the salary slips of the last three months (if applicable)
- Copies of permanent and present address proof
- Copy of PAN Card

Acadecraft Pvt. Ltd.  
Priyanka Tyagi  
Campus Recruitment Manager

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

Letter of Intent

Dear Suryakant,  
Congratulations!

Subsequent to your interview and discussions with us, we are pleased to offer you an appointment for the role of **Research Associate- Civil** at a CTC of **192000/- p.a.** with Acadecraft Pvt. Ltd. We take this opportunity to appreciate your decision to join the Acadecraft family at Noida. As mutually agreed, your joining with us will be dated on **5-March-2022**.

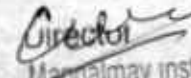
Please be noted that in case of voluntary or involuntary separation of your employment within the first 15 working days, the company will not be liable to process your payroll. You are requested to report at 10:00 AM on skype on the day of your joining or your candidature will be cancelled.

Kindly give a confirmation on the same.

On the date of your joining, kindly have the soft copies of the following documents ready with you:

- Copies of certificates of qualification from Standard 10th to the highest degree
- Copy of relieving or experience letter from previous employer/s (if applicable)
- Copies of the salary slips of the last three months (if applicable)
- Copies of permanent and present address proof
- Copy of PAN Card

Acadecraft Pvt. Ltd.  
Priyanka Tyagi  
Campus Recruitment Manager

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

To,  
Ujjwal  
Noida, Uttar Pradesh

Dated : 12/10/2021

### LETTER OF OFFER

Reference No. CAN1454

Dear Ujjwal,


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.

  
Maitam 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 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 1-Feb-2022. Please report to HR at 11:00 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 :- Akanksha Chauhan  
Email ID: [akanksha.chauhan@centilytics.com](mailto:akanksha.chauhan@centilytics.com)

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

Yours faithfully,

For Progressive Infotech Pvt. Ltd.

*Amit Rajput*

(Authorized Manager)

*U. Wal*  
(Signature)

*U. Wal*  
Mangalmai Institute of Engineering & Technology  
Greater Noida (U.P.)-201310  
College Code 78F

Progressive Infotech Pvt. Ltd.

Registered Office Address: Flat No. 6317, Sector-C, Pocket 6 & 7, Vasant Kunj, New Delhi - 110070  
CIN No - 151908031908PTC01465



## Compensation Annexure

Candidate ID	CAN1454	Grade	T
Associate Name	Ujjwal	Designation	Trainee

Dear Ujjwal,

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
<b>GROSS SALARY (A)</b>	<b>22,900.00</b>	<b>274,800.00</b>
<b>ADDITIONAL BENEFIT</b>		
Employers' Contribution to PF	1,800.00	21,600.00
Group Medical Insurance Premium	300.00	3,600.00
<b>TOTAL BENEFITS (B)</b>	<b>2,100.00</b>	<b>25,200.00</b>
<b>TOTAL FIXED SALARY (A+B)</b>	<b>25,000.00</b>	<b>300,000.00</b>
Gratuity - Payable as per gratuity act (C)	564.57	6,774.84
<b>Total CTC</b>	<b>25,564.57</b>	<b>306,774.84</b>

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)

*Ujjwal*

(Signature)

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