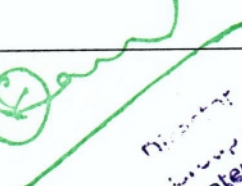




1.3.3


List showing Percentage of students undertaking project work/field work/ internships

Programme Name	University Roll No	List of Students undertaking Project work/field work/internship	Link to the Relevant Document
DGIGN-2017-CSE-12080	1723010085	SHUBHAM KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13001	1823010001	AADITYA BHARDWAJ	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13003	1823010003	ABHISHEK MISHRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13004	1823010004	ABHISHEK RAI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13006	1823010005	ABHISHEK SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13007	1823010006	ACHINTYA NAITHANI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13008	1823010007	ADARSH DUBEY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13009	1823010008	ADITYA PRAKASH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13011	1823010009	AFTAB ALAM	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13012	1823010010	AJAY VERMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13013	1823010011	AKASH CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13014	1823010012	AKASH TOMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13016	1823010013	AKSHAY UNNIKRISHNAN	https://gnindia.dronacharya.info/Summer-Training.aspx


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DGIGN-2018-CSE-13017	1823010014	AMAN CHAWLA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13018	1823010015	AMAN JAISWAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13020	1823010016	AMAN KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13021	1823010017	AMIT SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13022	1823010018	ANKIT GUPTA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13023	1823010019	ANMOL CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13025	1823010020	ANURAG	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13026	1823010021	ARJUN V P	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13027	1823010022	ARUN BHATTI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13028	1823010023	ARVIND KUMAR SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13030	1823010024	AYUSH SAGAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13031	1823010025	AYUSH SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13032	1823010026	DEEPAK CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13033	1823010027	DEEPAK KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13035	1823010028	DEEPAK KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13036	1823010029	DEEPANSHU TOMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13047	1823010030	KM DIVYA GUPTA	https://gnindia.dronacharya.info/Summer-Training.aspx


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DGIGN-2018-CSE-13037	1823010031	GAURAW KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13039	1823010032	HARSHIT PALIWAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13040	1823010033	HIMANSHU KARKI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13041	1823010034	HIMANSHU KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13043	1823010035	HRITHIK PARASHAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13044	1823010036	JASPAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13055	1823010037	JAYESH PALIWAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13045	1823010038	K SHIVAM	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13046	1823010039	KARTIKEY NIRWAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13049	1823010040	KRITI SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13050	1823010041	KUMAR TARUN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13053	1823010043	LAXITA ADHIKARI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13054	1823010044	LOVEKESH KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13056	1823010045	MANAS VATS	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13057	1823010046	MANJEET KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13058	1823010047	MANOJ	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13059	1823010048	MAYANK NEGI	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-CSE-13080	1823010064	PULI SWETHA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13083	1823010065	RAVINDRA PAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13084	1823010066	RISHAB THAKUR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13086	1823010067	RISHAV KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13087	1823010068	RISHU TIWARI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13088	1823010069	RITHIK RAWAT	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13089	1823010070	ROSHAN KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13092	1823010072	SACHIN KUMAR MISHRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13094	1823010073	SANA BISHT	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13096	1823010074	SANDIPAN SANTRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13095	1823010075	SHANTANU SAHA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13097	1823010076	SHASSHANK RANA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13098	1823010077	SHIVAM NEGI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13099	1823010078	SHIVANI DWIVEDI	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-CSE-13101	1823010079	SHRI KRISHN KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13102	1823010080	SHWETA DISHWAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13103	1823010081	SMITA SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13105	1823010082	SUDHIR KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13106	1823010083	SUDHIR KUMAR CHAURASIYA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13107	1823010084	SUHAIB AHMAD KHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13109	1823010085	SURYA PRAKASH JHA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13110	1823010086	SYED ASHAR AHMAD	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13111	1823010087	TUSHAR JAISWAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13113	1823010088	TUSHAR SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13114	1823010089	VAINISHA JAIN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13115	1823010090	VIJENDRA KUMAR SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13117	1823010091	VIKASH KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13119	1823010092	VISHAL KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13120	1823010093	VISHAL THAKUR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13121	1823010094	VISHAL YADAV	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-CSE-13122	1823010095	VISHWJEET	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13124	1823010096	VIVEK KUMAR SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSE-13126	1823010097	YASH SAINI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2017-CSIT-12609	1723011030	PRANJUL SINGH RATHOD	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13488	1823011002	ABHAY KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13489	1823011003	ADITYA KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13491	1823011004	AKASH KAUSHIK	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13492	1823011005	AKHAND PRATAP SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13493	1823011006	AKSHAY KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13495	1823011007	AMAN AGGARWAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13496	1823011008	AMAN KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13497	1823011009	AMMAR TARIQUE	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13498	1823011010	ANAND KUMAR SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-CSIT-13500	1823011011	ANANT SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13501	1823011013	ANKUSH TOMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13504	1823011014	ARCHIT GOPAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13505	1823011015	ASHISH SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13506	1823011016	BALAL TARIQUE	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13508	1823011017	BIKRAM SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13509	1823011018	E ABHILASH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13510	1823011019	ENJOY MAITY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13511	1823011020	GURPREET SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13513	1823011021	KARAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13514	1823011022	KARTIK GOSWAMI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13517	1823011023	MANAV ANAND	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13518	1823011024	MAYUR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13521	1823011026	MEHUL GARG	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-CSIT-13522	1823011027	MOHIT	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13523	1823011028	MRIDUL MISHRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13525	1823011029	NEERAJ SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13526	1823011030	PARAMJEET	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13530	1823011032	PRITESH RANJAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13531	1823011033	PULKIT MITTAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13534	1823011035	RAKRSH KUMAR YADAV	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13535	1823011036	RASHI SAINI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13536	1823011037	RUHI PETER	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13538	1823011038	SAJAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13541	1823011040	SAZID KHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13542	1823011041	SHIVANSHU SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13543	1823011042	SHUBHAM MADDHESHIYA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13545	1823011043	VASU CHAURASIYA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13546	1823011044	VIJAY NEGI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13549	1823011045	VIKRANT SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-CSIT-13551	1823011047	VISHAL KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-CSIT-13552	1823011048	YASHASWVI SRIVASTAVA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13127	1823013001	ABHISHEK	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13129	1823013003	FARAJ	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13130	1823013004	ISHAN MARHATTA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13132	1823013005	JITESH BHATIA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13133	1823013006	KARTIK CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13135	1823013007	MANEESH KUMAR MAURYA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13136	1823013008	MD MAZID KHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13138	1823013009	MOHD AAQIB	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-IT-13141	1823013010	NEERAJ PUROHIT	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13187	1823031001	AAYUSH PAREEK	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13191	1823031003	AJAY SINGH PANWAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13193	1823031004	AVNEESH DUBEY	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-ECE-13194	1823031005	GAURAV PANDEY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13196	1823031006	SAURABH GOSWAMI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13198	1823031007	SWARNA SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13200	1823031008	VIKASH KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ECE-13201	1823031009	YOGESH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13427	1823021001	ABHISHEK TRIPATHI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13428	1823021002	AMAR KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13429	1823021003	MANISH KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13431	1823021004	MANISH PRASAD NYOUPANE	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13433	1823021005	NEHA SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13435	1823021006	RITHIK KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13438	1823021007	SAKSHAM CHHABRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13437	1823021008	SAMEER	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13439	1823021009	SANDEEP GUPTA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-EEE-13441	1823021010	SHUBHANKAR RAMESH NARAWADE	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2018-ME-13307	1823040001	ANKUSH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13309	1823040002	ARYAN PANDEY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13310	1823040003	CHANDAN KUMAR MISHRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13312	1823040004	GAURAV SETH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13313	1823040005	HIMANSHU VASHISHT	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13315	1823040006	MUHAMMAD MOMIN MIR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13317	1823040007	NITISH JAINT	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13318	1823040008	PRANJAL SHUKLA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13320	1823040009	SAHGAR KUMAR VERMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13321	1823040010	SAHIL POONER	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13323	1823040011	SUDHAKAR PANDEY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13325	1823040012	SUDHIR KUMAR MEHTO	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13327	1823040013	TANISH VARSHNEY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2018-ME-13328	1823040014	YOGESH CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx

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DGIGN-2019-CSE-14002	1902300100001	ABHISHEK PANDEY	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-CSE-14003	1902300100002	AJAY RAI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-CSE-14001	1902300100003	AKASH KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
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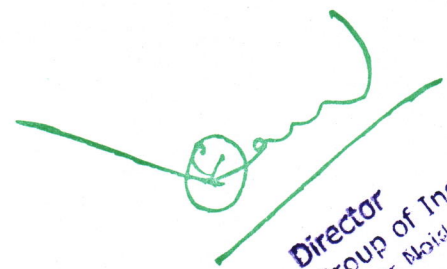
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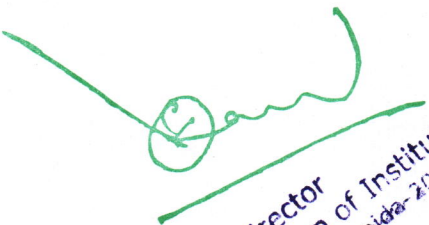
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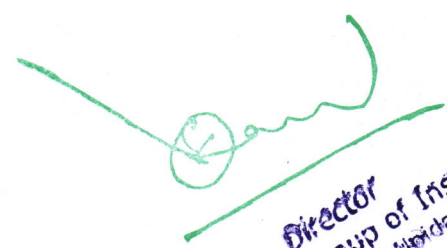
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DGIGN-2019-IT-14127	1902300130001	ABHISHEK KUMAR MEHATO	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-IT-14130	1902300130002	AKAR SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-IT-14133	1902300130003	AKSHAT LAMBA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-IT-14136	1902300130004	AMAN BABAN DALVI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-IT-14139	1902300130005	RITESH KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-IT-14143	1902300130006	SACHIN SAGAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14157	1902300310001	ABHISHEK CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14160	1902300310002	AKASH KANOJIA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14163	1902300310003	ANKIT CHAUHAN	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14166	1902300310004	E BALAKRISHNA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14169	1902300310005	GAURAV KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14172	1902300310006	KARAN KUSHWAH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14173	1902300310007	MD KAIF	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14176	1902300310008	MUKUL SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14179	1902300310009	SAKSHI TRIPATHI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14182	1902300310010	VAISHALI MEHLAWAT	https://gnindia.dronacharya.info/Summer-Training.aspx

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



DRONACHARYA
Group of Institutions
Approved by : All India Council for Technical Education
Affiliated to : Uttar Pradesh Technical University, Lucknow

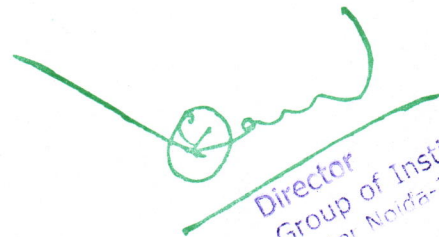
DGIGN-2019-ECE-14184	1902300310011	VANSHIKA TANWAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECE-14186	1902300310012	YASH SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-EEE-14382	1902300210001	HARSHIT MAHESHWARI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-EEE-14388	1902300210002	SHAHID EQBAL	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECZ-14460	1902300790001	ARPIT RASTOGI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECZ-14463	1902300790002	ASHISH KUMAR GUPTA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECZ-14466	1902300790003	DIVYANSHU KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECZ-14471	1902300790004	KM ANKITA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ECZ-14474	1902300790005	SANDEEP KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14257	1902300400001	AKASH SONI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14260	1902300400002	AKSHAJ JUMDE	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14263	1902300400003	ASHISH KAFLE	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14265	1902300400004	GAUTAM KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14268	1902300400005	HARINDRA NAU	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14271	1902300400006	HIMANSHU	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14274	1902300400007	HRITHIK SONI	https://gnindia.dronacharya.info/Summer-Training.aspx


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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Affiliated to : Uttar Pradesh Technical University, Lucknow

DGIGN-2019-ME-14276	1902300400008	JATIN SHARMA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14278	1902300400009	KARTIK KHARBANDA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14281	1902300400010	KAUSHAL JHA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14287	1902300400012	RICK DUTTA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14290	1902300400013	RITIK KUMAR	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14293	1902300400014	SAGARMANI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14296	1902300400015	SAURAV KUMAR SINGH	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14299	1902300400016	SHOURYA MISHRA	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14301	1902300400017	SHYAM JI	https://gnindia.dronacharya.info/Summer-Training.aspx
DGIGN-2019-ME-14303	1902300400018	VIVEK ANAND	https://gnindia.dronacharya.info/Summer-Training.aspx


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



PRIVATE AND CONFIDENTIAL

OFFER LETTER

5th December 2022

Dear Chirag,

This is with reference to our discussions. We are pleased to appoint you in our organization as a **Web Engineer (Trainee)** on the following terms and conditions:

- Date of joining:** Your date of joining will be with effect from **16th January 2023**. If the joining date is not suitable, please contact rtCamp immediately to seek an alternate date. Please note that your offer stands terminated if you do not notify rtCamp of your acceptance of the terms hereof or you are unable to join on the joining date, unless the joining date is extended, and such extension is communicated to you in writing.
- Internship/Probation Period:** You will be on a **6 months** internship/probation period. The role requires you to be available in office for the duration of the internship/probation period i.e. 6 months.
- Performance review:** Your performance review will be undertaken **7 days** before the end of the internship/probation period to take a decision on confirming your employment.
- CTC during the internship/probation period:** Your all-inclusive total gross emoluments including annual payments excluding applicable business related reimbursements will be **INR 50,000 per month only (INR Fifty Thousand per month only)**.
- CTC during the confirmed employment period:** It will be decided at the time of performance review, minimum monthly CTC being **INR 1,00,000 (INR One Lakh per month only)**.
- Notice Period: A)** Company to Employee - Company can terminate your services by giving you **30 days** notice or salary thereof. **B)** Employee to company - You will be required to give **30 days** written notice in case you decide to leave your services subject to the Company's discretion.
- Increase** in remuneration is not automatic but will be based solely on the efficient, satisfactory and loyal discharge of duties as assessed from time to time. If your performance goes above expectation, your performance review may be taken before the yearly appraisal cycle.
- Taxes:** Company will deduct appropriate taxes as per the Indian tax regulations.

+91 20 2701 2949
contact@rtcamp.com
<https://rtcamp.com>

rtCamp Solutions Pvt. Ltd.
107, Pride Icon, Kharadi,
Pune - 411 014 (MH) India.
Director
CIN U72900PN2009PTC157929
@conacharya Group of Institutions
27, KP-III, Greater Noida-201306.



However, it is primarily the individual's responsibility to meet his/her tax liability, under the Income-tax Act.

9. **Retirement Age:** The age of superannuation is **60** years. The date of birth declared in your application for employment with rtCamp shall be binding on you in this regard.
10. You will attend to or undertake any work entrusted to you in accordance to the company's exigency at our existing office/locations/facilities/establishments in India or abroad.
11. Detailed regulations as regards to leave, medical, leave travel allowance, travel etc. shall be as per the personnel policy of the company. In addition, you will be governed by service conditions laid down in the company's personnel policy as amended from time to time.

Please reply to this letter to convey your acceptance of this employment with all the terms and conditions thereof.

We welcome you to rtCamp Solutions Pvt. Ltd. and look forward to a long and mutually beneficial association.

Yours sincerely,
For rtCamp Solutions Pvt. Ltd.

Nicol Fernandes
Human Resources

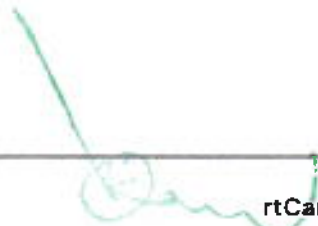
Acceptance: I accept this offer with all the terms and conditions contained in the letter.

Chirag gupta

Chirag Gupta







06 / 12 / 2022

+91 20 2701 2949
contact@rtcamp.com
<https://rtcamp.com>


Director
Dronacharya Group of Institutions
107, Pride Icon, Kharadi,
Pune - 411 014 (MH) India.
CIN U72900GPTC157929
27, 1st Floor, Sector 10, Gurgaon - 122 006

TITLE	[rtCamp] Offer Letter - Chirag Gupta
FILE NAME	Offer Letter - Chirag Gupta.pdf
DOCUMENT ID	6be7a99b015f7fcdda2b0de0c6333f3e825b6288
AUDIT TRAIL DATE FORMAT	DD / MM / YYYY
STATUS	• Signed

Document history

 SENT	05 / 12 / 2022 18:45:23 UTC+5.5	Sent for signature to Chirag Gupta (chirag.14030@gnindia.dronacharya.info) and Nicol Fernandes (nicol.fernandes@rtcamp.com) from hr@rtcamp.com IP: 116.75.41.240
 VIEWED	06 / 12 / 2022 19:27:05 UTC+5.5	Viewed by Chirag Gupta (chirag.14030@gnindia.dronacharya.info) IP: 103.84.187.146
 SIGNED	06 / 12 / 2022 19:29:14 UTC+5.5	Signed by Chirag Gupta (chirag.14030@gnindia.dronacharya.info) IP: 103.84.187.146
 VIEWED	07 / 12 / 2022 20:12:32 UTC+5.5	Viewed by Nicol Fernandes (nicol.fernandes@rtcamp.com) IP: 122.170.246.198
 SIGNED	07 / 12 / 2022 20:12:48 UTC+5.5	Signed by Nicol Fernandes (nicol.fernandes@rtcamp.com) IP: 122.170.246.198
 COMPLETED	07 / 12 / 2022 20:12:48 UTC+5.5	The document has been completed.



Director
Director
Director
Director



Congratulations on your selection! ▶



Inbox



Campus Hiring 14:37

to ▾



Dear Student,

Trust you are doing good!!

We thank you for taking the Interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

On joining the company, you will be required to undergo a mandalory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team

I accept the offer.

Thank you for your offer.

I am not interested

← Reply

↶ Reply all

→ Forward



Director
Group of Institutions
Nagarro



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

1 December 2022 at 16:11

To: "anandkumar.docs@gmail.com" <anandkumar.docs@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>

Dear Anand Kumar,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as a **Jr. Java Developer – Intern stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the Internship program will be of 06 Months.

Your salary will be revised to a Total CTC INR 300,000/- (Three Lac Only)per annum after the successful completion of your 6 months of your internship.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.
- k. If the company provides you with the laptop, in such a case you are supposed to submit the cheque for the security amount to the organization. The security amount will depend on the configuration of the Laptop.

For any queries, please contact me.

Best Regards,



Gayatri Ujjwal Kumar Singh **Dronacharya Group of Institutions**
27, X9-111, Greater Noida-201306


Director

TPO

From: Amit <ag303025@gmail.com>
Sent: Thursday, December 8, 2022 4:12 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Congratulations on your selection!

Categories: Yellow Category

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

From: Campus Hiring <campushiring@nagarro.com>
Date: Thu, Dec 8, 2022, 2:37 PM
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrrians would like to visit the office on scheduled days and meet & socialize with other Nagarrrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:39

To: "kramit2399@gmail.com" <kramit2399@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Mohit Yadav <mohit.yadav@hostbooks.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>

Dear Amit Chaurasiya,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me,

Best Regards.



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:53

To: "amaanzaidi2343@gmail.com" <amaanzaidi2343@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Aman Zaidi,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
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- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016



Director

Dronacharya Group of Institutions
22, KP-III, Greater Noida, U.P.

Compose

Inbox

1688

Starred

Snoozed

Sent

Drafts

55

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch

C Careers @ Vinove <careers@vinove.com> (sent by mahesh@vinove.com)
to aman.nautiyal@26, Asnwan, Palak, me

Hi Aman Nautiyal,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 1st Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)
Plot No. 55P, 11nd Floor, Sector 44, Gurgaon

About the Company:

Director

Shonacharya Group of Institutions
27, KP-III, Greater Noida-201306

Re: Confirmation for joining

1 message

Akash Kanojia <akashkanojia8527@gmail.com>

3 December 2022 at 19:03

To: hr <hr@hostbooks.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

I accept the offer.

On Sat, 3 Dec 2022 at 7:01 PM, hr <hr@hostbooks.com> wrote:

Dear Akash Kanojia,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

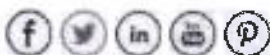
Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
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- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.


For any queries, please contact me.

Best Regards,



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Neha Tiwari <neha.tiwari@ucertify.com>
Sent: Thursday, October 13, 2022 10:48 AM
To: ayushya.14026@gnindia.dronacharya.info
Cc: TPO; Ayush Mittal
Subject: Final Selection Letter @ uCertify

Dear Ayushya Verma,

Congratulations! We are pleased to inform you that you have been selected @ uCertify as a **Subject Matter Expert Trainee** at **Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.

You may be wondering what it's like to work at uCertify. First of all, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to answer that we don't believe in average or typical days. Everyday is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged, but also rewarded. If you are someone with a passion to learn and work hard, you will thrive in our fast-paced, challenging, yet friendly environment where you will be valued. We believe you are one of these people and look forward to your continued success with us.

Want to show off your new company? You should! uCertify is a fast growing company with a worldwide customer base in over 100+ countries! In the past few years, the company has worked to tremendous growth, made possible by a motivated and talented team. What do we do? uCertify's flagship product is our unique, smarter learning platform - the Prep Engine. It is an interactive, electronic learning system that combines step-by-step, guided learning with realistic exam simulation for IT certification exams. We take pride in making our products easy to use, effective and fun. Learning is a big deal to us. We don't just want to create software - we want to create software that rocks!

Again, congratulations! We will be in touch with you shortly and hope that you will be a part of the uCertify family very soon.

Thanks & Regards
Neha Tiwari
HR Recruiter
Ucertify Training & Learning Pvt Ltd (Noida)

Office - G-50, Sector 63 near Mahindra First Choice Centre
Head Office - Opposite Law Faculty of AU, Chaitham lines

Mobile - 8707338640
Phone - 0120-4540091
Email - neha.tiwari@ucertify.com
website - <https://www.ucertify.com/>




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

To,
Ajay Rai

Date: 05.12.2022

Subject: Letter of Offer

Dear Ajay,

It gives us immense pleasure to welcome you to the team at **Eicore Technologies Pvt. Ltd.**

We are pleased to offer you the position of **Associate Software Engineer** at **Eicore Technologies Pvt. Ltd.** with a start date of **09.01.2023**.

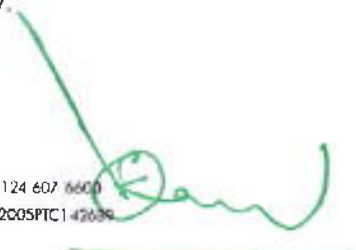
This letter sets forth the terms of appointment.

1. Designation: Associate Software Engineer
2. Place of Posting: Plot No. 577, Udyog Vihar, Phase V, Gurgaon, Haryana - 122016
3. Date of Joining: 09.01.2023
4. Stipend: 12,000 INR
5. Background Checks: Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. We will let you know the final status of your check once it is completed.
6. Confidentiality: You shall always maintain confidentiality on all aspects of the letter of offer. You shall not divulge, communicate, or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.



EICORE TECHNOLOGIES PVT. LTD.

Corporate Address : Plot No 577 Udyog Vihar, Phase - V, Gurugram - 122016 Haryana, India, Phone : 0124 607 6600
web : www.eicoretech.com, E : info@eicoretech.com, GST No : 06AABC15766R1ZY, CIN No : U45201DL2005PTC142639


Director
Dronacharya Group of Institutions
27, NP-111, Greater Noida-201306

7. **Internship Period:** You shall be on Internship for a period of three - six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.
8. **Bond:** You will be required to sign a Bond at the time of joining, which will be enforced after completion of Internship period is complete and your services are confirmed.

- Sharing of this information with any third party will result in withdrawal of your letter of offer.
- You will be eligible for gratuity as per the Payment of Gratuity Act'1972.
- You will be eligible for Labour Welfare Fund as per the LWF Act' 1965.
- You will be covered in the Group Mediciam Policy including your spouse & 2 children with family floater sum insured of 3 lakhs after completion of the Internship period.
- You will be covered in the Group Personal Accident Policy after completion of the Internship period.
- All forms of compensation referred to in this letter are subject to deduction of taxes required by law.
- A detailed Appointment Letter will be issued to you soon after you have joined the Company.

Yours sincerely,



Head - Human Resource

I hereby accept the above offer.

Candidate's Name & Signature



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Dated: 20th Aug '22

Subject: Appointment cum- Offer Letter

 Dear Ankesh Mishra

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

 Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT. Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. **Minimum Contractual Term** means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

 The date for commencement of your joining is Jan 23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed joining Report along with documents requested.

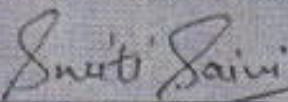
Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7650
Travelling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	393	393	393
Monthly CTC	30700	35970	40700
Expected in Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay.

For Daffodil Software Pvt. Ltd.


Daffodil Software Private Limited

("erstwhile Daffodil Software Limited")


 Director

Bronacharya Group of Institutions

27, KP-III, Greater Noida-201306

 Authorized Signatory
 Registered Office: 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA Tel: +91-0124-6817000

Branch Office: 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA

Web Address: www.daffodilsw.com | Email-id: info@daffodilsw.com

CIN: U74899HR1999PTC066889



1st September, 2022

Ankit Negi

G- 388, Dakshinpuri, Deoli, Deoli Hauz Khas South Delhi, Delhi- 110062.

Dear Ankit,

This refers to your interview and our subsequent offer, which has been accepted by you. The details of your appointment and terms and conditions are given below:

1. **Designation:** Software Engineer
2. **Department:** Engineering
3. **Commencement:** 1st September, 2022
4. **The base of Operation:** At our office in Mumbai (work from home). However, your service may liable to transfer at the sole discretion of management, in such other capacity as the company may determine to any department, section, location, associate, sister concern, or subsidiary at any place in India or abroad, whether existing today or which may come up in future. In such case, you will be governed by the term & conditions of the service applicable at the new placement location
5. **Role :** Your role will be whole time **Software Engineer**, however, MOODRAA E-PLATFORM PRIVATE LIMITED has a right to vary your role, position and/or department from time to time, according to the needs of MOODRAA E-PLATFORM PRIVATE LIMITED You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards MOODRAA E-PLATFORM PRIVATE LIMITED and you shall perform your duties with diligence, devotion and discretion.
6. **Remuneration:** Your commencing **CTC** will be **Rs. 6,00,000/- only** per annum. You will be paid **Rs. 1,00,000/-** performance bonus after 1-year completion of your services with us. The details of your salary and other benefits, to which you are entitled, are annexed to this letter. Your remuneration package is strictly confidential between you and hereafter, referred as the company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
7. **Benefits & Perquisites:** The benefits and perquisites applicable to you are attached as APPENDIX I to this letter.

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.

Email ID: hr@moodraa.com


Page 1 of 8
Director



8. **Further Terms & Conditions:** This appointment is further subjected to the general terms & conditions of service defined for employees working in **Moodraa E-Platform Private Limited**, a copy of which is attached as APPENDIX II.
9. **Acceptance of this Appointment:** Please sign and return to us the enclosed duplicate of this letter in token of your acceptance of this appointment and all the terms and conditions applicable to it as detailed above and in the appendices attached hereto.
10. Please note that this appointment is subjected to satisfactory feedback received for your background verification report. In case of any discrepancy, false representation of information or negative background verification report, company reserves the right to revoke the employment offer and discontinue your employment.

We sincerely hope that this will be the beginning of a long and mutually beneficial association.

For, Moodraa E-Platform Private Limited

Anurag Dixit
Director

ACKNOWLEDGMENT

Read and accepted by:
Employee Name: **Ankit Negi**

Signature: _____

Date: _____

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



ANNEXURE- I

Breakup Of Salary - Ankit Negi			
(on cost to company basis)			
Effective Date			
	Per Month (Rs.)	Per Annum (Rs.)	Remarks
Salary (A) - Gross			
Basic	24413	292956	50% of Gross
HRA	12207	146484	40% of Basic
Education Allowance	200	2400	Fixed
Medical Allowance	1250	15000	Fixed
Uniform Allowance	2000	24000	Reimbursement
Other Allowance	8756	105072	Balance Amount
Total Gross (A)	48826	585912	
Contributions paid by Company			
Gratuity	1174	14088	4.81% of Basic
Total (B)	1174	14088	
Total CTC (A+B)	50000	600000	Overall CTC Per Annum

For, Moodraa E-Platform Private Limited

Anurag Dixit
Director

ACKNOWLEDGMENT

Read and accepted by:
Employee Name: **Ankit Negi**

Signature: _____

Date: _____

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com

Director Page 3 of 8

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



APPENDIX II

GENERAL TERMS AND CONDITIONS OF SERVICE FOR EMPLOYEES EMPLOYED BY Moodraa E-Platform Pvt. Ltd., Mumbai.

1. Separation:

1.1. Notice Period:


- a) If you wish to terminate your employment, you may do so provided prior notice of 60 days thereof shall be given to the company in writing. In the event you request to be relieved from services with the company at an earlier date, the company may relieve you earlier solely at its discretion. Upon you serving notice of termination, the company shall be entitled to unilaterally relieve you earlier.
- b) If the company wishes to terminate your employment, it may do so by providing a notice of 60 days or payment in lieu thereof.

2. Misconduct:

Notwithstanding anything to the contrary, MOODRAA E-PLATFORM PRIVATE LIMITED Reserves the right to dismiss or terminate your employment with immediate effect and without any notice or salary in lieu thereof, for any misconduct on your part, including but not limited to the following:

- a) You have seriously or persistently breached any of the terms or conditions of your employment with MOODRAA E-PLATFORM PRIVATE LIMITED
- b) You are, in the opinion of MOODRAA E-PLATFORM PRIVATE LIMITED, guilty of misconduct, negligence of duty, disloyalty, dishonesty, breach of confidentiality, misrepresentation, in discipline, disobedience, irregular attendance and any act detrimental to the interests of MOODRAA E-PLATFORM PRIVATE LIMITED or otherwise acted in any manner upon which summary dismissal may be justified.
- c) You are convicted of a criminal offense.
- d) You are guilty of an act constituting misconduct as per MOODRAA E-PLATFORM PRIVATE LIMITED policies or standing orders, if any

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com


Director
Bhacharya Group of Institutions
27, KP-III, Greater Noida-201306



3. Shift Schedule:

Working hours for company starts at 09:30 A.M. However, your shift timings remain flexible. You are required to complete **9 hours** of productive time every day.

4. Transferability:

Your initial posting will be at Jaipur (work from home). However, your services are liable to be transferred at the sole discretion of management, in such other capacity as the company may determine, to any department/ Section, location, associate, sister concern or subsidiary, at any place of India or abroad, whether existing today or which may come up in future.

In such a case, you will be governed by the terms & conditions of service applicable at the new placement location.

5. Confidentiality:

During the continuous of your employment or at any time thereafter, you shall not discuss, divulge or communicate by words or otherwise to any person(s) whatsoever, any information of a secret or confidential nature entrusted to you or coming to your knowledge, relating to the trade or business of the company or of any group / sister companies or any of its customers or to the methods, process, business logics, lead, customer data, server setup, server passwords, customized scripts, customized report and its employee data or to any experiments made by them or any of them or by any person in their employment or relating to the prices paid or charged by or the customer of the company or its group/ sister companies, or administrative/ organizational matters of the company which may be your personal privilege to know by virtue of being an employee of the company or any such other information, the disclosure of which in the opinion of the company, is likely to be prejudicial to the interests of the company.

6. Non-Solicitation:

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

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com


Page 5 of 8
Director



7. Exclusivity of Services, Publications, Gifts/Anti-bribery:

You shall devote all work efforts exclusively to The company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of the company. The company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to the company's prior written consent. Any publications and lectures by you on topics relating to the company's business or interests shall be subject to the company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from the company's clients or other persons with whom the Associate has official or business contacts in the context of the associate's activities for the company, without the company's prior written consent

8. External Engagement:

Since it is a full-time employment arrangement with MOODRAA E-PLATFORM PRIVATE LIMITED , you are in no way allowed to be employed in any other organization on a permanent, temporary or part time basis or offer any services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business.

9. Conflict of Interest:

We expect all the employees to be loyal to the company's business interest, clients and therefore avoid any actual or apparent conflict of interest. A "conflict of interest" exists whenever an individual's personal interests interfere or conflict in any way with the interests of the company as a whole. A conflict situation can arise when an employee takes actions or has interests that may make it difficult to perform his or her company work objectively and effectively.

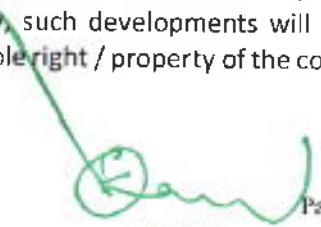
10. Retirement Age

You shall retire from the services of the company on attaining the age of **58 (Fifty Eight)** years.

11. Intellectual Property Rights:

If you conceive any new or advanced method of improving designs, processes, formula, systems, etc. in relation to the business, operations of the company, such developments will be fully communicated to the company and will be, and remain, the sole right / property of the company.

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com


Director
Bronacharya Group of Institutions
27, KP-III, Greater Noida-201306



12. Holidays:

- 12.1 Paid holidays (festival holidays) of the company shall be defined based on central and state government holidays list. **10 paid holidays (out of which 8 are fixed holidays and 2 are optional holidays)** would be announced for every calendar year.
- 12.2 Employees deputed at client site would follow the holiday patterns announced by the client at the respective site.


13. Leave:

- 13.1 **Privilege leaves (PL) OR Vacation leaves of 18 days** per the calendar year on a prorated basis from DOJ. Leave Balance would be credited into your account at the beginning of every year.
- 13.2 Privilege leaves (PL) OR Vacation leaves accumulated by an employee can be utilized for planned vacations and time offs. It is strongly recommended that such leaves should be planned in advance keeping work exigencies in mind. Concerned line managers should be informed in advance for such planned vacations to ensure suitable backup.
- 13.3 To help employee plan their vacation/time offs, weekend falling between PL or vacations leaves would not be counted as leave.

14. Other Terms and Condition

- 14.1 In addition to the above-mentioned general terms and conditions of service, you will be governed by various HR policies, procedures as defined in HR Policy manual application to all employees working in "**Moodraa E-Platform Private Limited**".
- 14.2 You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention, and abilities to the business of the company.
- 14.3 You will not at any time hereafter, without the consent of the company in writing, except under legal duress, divulge or make public any matter relating to the company's transactions, dealings or plans which are of confidential nature.


Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com


Director
Page 7 of 8
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



- 14.4 You will be true and faithful to the company on all your accounts, dealings and transactions whatsoever relating to the business of the company, and shall, at all times, when required, render a true and just account thereof to the company or to such person's as shall be so authorized by the company.
- 14.5 From time to time, the company may change, modify, suspend, interpret, or cancel at any time, any terms contained herein, in whole or in part, without having to consult with or obtain agreement from the employee. The company also reserves the right to make decisions involving employment as needed in order to conduct its operations in a manner that is beneficial to the employees and the company in compliance with all relevant legislations.

Address: 2707, Tower C, Omkar Alta Monte, Malad East, Mumbai.
Email ID: hr@moodraa.com


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308

TPO

From: Ankur Pratap Singh <ankur,14019@gnindia.dronacharya.info>
Sent: Thursday, December 8, 2022 4:44 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Congratulations on your selection!

Categories: Yellow Category

----- Original Message -----

From: Campus Hiring <campushiring@nagarro.com>
To:
Date: 12/08/2022 2:36 PM IST
Subject: Congratulations on your selection!

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox 1693

Starred

Snoozed

Sent

Drafts

More

Labels

Re: Regarding College Proposal || Campus Placement || Batch 2023 || Dronacharya

S Soumya Bhatt

to me, Citanjali

Hi Richa,

Please find the name of the selected student post director's round. we are keeping his DOJ as 16 Jan 2023.

Also we will keep you posted on Chirag's selection as soon as possible.

Sr. No.	Candidate	Contact Number	Mail ID	DOJ	College	Location
1	Divyanshu Aggarwal	7520880123	divyanshu@w3villa.com	16 Jan 23	Dronacharya	Noida

Thanks and Regards

Soumya Bhatt

HR- Executive



W3villa Technologies Private Limited

H-51, Third Floor,
Sector 63, Noida, 201301

M: +91-9311779937

E: soumya.bhatt@w3villa.com

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Thursday, September 15, 2022 11:16 AM
To: 'Chetna Bogra'
Cc: 'richa.jaiswalgnindia.dronacharya@gmail.com'
Subject: RE: Positions for Freshers - Atten: Placement Cell
Attachments: image001.jpg; image002.jpg; image003.jpg; image004.jpg; image005.jpg
Categories: Red Category, Green Category

Dear Chetna,

Greetings!!

Thank you for sharing the shortlisted candidate List.

Looking forward to future collaboration

Regards
Richa Jaiswal

From: Chetna Bogra [mailto:cbogra@dsg-us.com]
Sent: Wednesday, September 14, 2022 6:40 PM
To: TPO
Cc: richa.jaiswalgnindia.dronacharya@gmail.com
Subject: RE: Positions for Freshers - Atten: Placement Cell

Hi Richa,

Offer letters have been sent to the below candidates:

1. Deepak Dua
2. Suraj Pandey
3. Nikhil Srivastav
4. Chirag Gupta
5. Divyanshu Agarwal
6. Ashish Kumar Gupta
7. Priyanka Prasad
8. Prerna Kumari

The below have been currently put on hold:

Vikrant Tanwar
Suraj Kumar
Mohit Dhingra

Regards,
Chetna Bogra



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



ANTINO LABS

Creating Values Through Convergence

Intern/Trainee/Employee Commitment Agreement

This agreement was made at Gurgaon on the day of **10th October 2022**, between Antino Labs Pvt Ltd, a Company registered/ a corporation incorporated in India, having its corporate office at Spaze IT Park, 6th Floor, Tower B3, Spaze iTech Park, Sohna Road, Sector-49 Gurgaon hereinafter referred to as the **Employer**

and

Mr. Chirag, S/O Ravinder Kumar, Adhaar Number: 677474013166, an Indian Inhabitant, currently residing at **House No- 2762, Sector- 7A, Near Green Park, Faridabad, VTC: Sector- 8, PO- Faridabad, Sector-7, Ballabhgarh, Faridabad, Haryana- 121006**, hereinafter referred as **Intern/Trainee/Employee**.

The Intern/Trainee/Employee agrees & undertakes to abide by all the terms and conditions specified hereinafter and all other rules that may be framed by the employer periodically during the employment period of the employee.

The Intern/Trainee/Employee mentioned above agrees & undertakes not to leave the organization voluntarily or by deliberate actions resulting in the termination of the Internship/employment before the expiry of 18 months from the signing of this agreement.

The term of this agreement & its covenants will be 1.5 Years (18 calendar months) starting from the **1st February, 2023**.

After the completion of the agreed period, the intern/trainee/employee would be required to provide a written Sixty (60) days' notice in lieu of his/her desiring to resign from the services of the Company.


The Intern/Trainee/employee undertakes to follow all company policies, rules & regulations and shoulder added responsibilities reposed on him/her as part of the job

The Intern/Trainee/employee understands that if he/she breaches the conditions mentioned above, he/she will be liable for not only the damages & costs that the company may determine but also be liable to legal action that the organization may deem fit to recover the monetary and other losses because of such action of Intern/Trainee.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

@ info@antino.io

+91-1244015088

 <https://antino.io>



ANTINO LABS

Creating Values Through Convergence

1. If the Intern/Trainee resigns before the completion of 18 months, then he/she will be liable to pay the Company a sum of Rs. 2,00,000. (Rupees Two Lakh Only) against the cost incurred by the company on his/her induction, training and other mentoring activities and any other loss or any perceived loss that the company may infer based on the untimely exit of the employee. The Intern/Trainee acknowledges that the Company would be irreparably injured by such a violation.

Any amendments made to the terms and conditions mentioned here, shall not be considered valid unless mutually agreed in writing and signed by both the Employer and the Intern/Trainee. The employing company and its internal rules and regulations shall be governed if any terms and conditions are not specifically covered under this agreement.

IN WITNESS WHEREOF and acknowledging the acceptance of the terms of this agreement and the implications therein, the Employer and Intern/Trainee affix their signatures hereto.

EMPLOYER

Chirag

Antino Labs Pvt Ltd




Dated: 6th October, 2022


Dated: 8th December ,2022


WITNESSES:

WITNESSES:


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

 info@antino.io

 +91-1244015088

 <https://antino.io>



ANTINO LABS

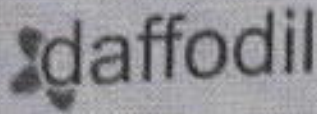
Creating Values Through Convergence

ANNEXURE – 1

1. The Intern/Employee shall perform such duties and exercises such powers as may from time to time be assigned to or vested in him by the Board of Directors of the company.
2. The Intern/Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his/her whole time, attention and abilities to the business of the company.
3. The Employee shall obey the orders from time to time of the Board of Directors/Management/Managers of the company and in all respect conform to and comply with the directions given and regulation made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote interests of the company.
4. The said Intern/Employee shall not resign from his office till the end of this contract period.
5. The company can terminate this contract any time if Intern/employee-
 - Commits any material or persistent breach of any of the provisions contained in HR/Employee Manual or the Company's Policy.
 - Be guilty of any default, misconduct, or neglect the discharge of his (employee) duties affecting the business of the company.



Director
Dronacharya Group of Institutions
27, KP-131, Greater Noida-201306



Dated: 26th Aug '22

Subject: Appointment cum Offer Letter

Dear Chirag Gupta

We are pleased to offer you the position of Intern in our Company

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and standard terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate. (T. Acceptance of this letter is by expressing acceptance of the terms agreement of Minimum contractual period. Minimum Contractual Term* means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exam) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per Company's policy.

The date for commencement of your posting is Jan 23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering)

Upon posting, you will receive the detailed on-boarding letter and you will be required to sign and return the enclosed joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7630
Traveling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	373	393	403
Monthly CTC	30700	35979	40799
Expected In Hand Salary (pre-TDS)	29581	34840	39371
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay.

For Daffodil Software Pvt. Ltd.

Daffodil Software Private Limited
(*erstwhile Daffodil Software Limited*)

Director

Authorized Signatory
Registered Office

5th Floor, Tower B-1, DLF Sikkhera SEZ, Sector 30, Gurugram-122001

011-2610124-6817000
Drohacharya Group of Institutions

Branch Office : 6th Floor, Metropolis Mall, Industrial Area, Phase-1, Gurgaon-122001

27, KP-III, Greater Noida-201306

Web Address : www.daffodilsw.com | Email-id : info@daffodilsw.com

CIN : U74899HR1999PTC066889

TPO

From: HR Department <hrd@mobiloitte.com>
Sent: Wednesday, November 23, 2022 11:53 AM
To: bhavesh4202@gmail.com
Cc: tpo@gnindia.dronacharya.info; richa.jaiswalgnindia.dronacharya@gmail.com
Subject: Letter of Intent - Bhavesh Jha

Dear Bhavesh Jha,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with Mobiloitte Technologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.


Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApD0hdKxbwz9gTRpKZ6SqIAC35kJMKHukUeJfOPITV
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4imUxGf6L

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
Team-HRD

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)
D-115, Okhla Phase-I, New Delhi, INDIA- 110020


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

INDIA | USA | UK | SINGAPORE | CANADA | NORWAY

BOTS | IoT | Enterprise Mobility | Consumer Mobile & Web Applications | App Security | App Performance | App Maintenance
| App Promotion | Business Analytics | Creative Design | Gaming Apps | M-Commerce & E-Commerce | Quality & Testing
Solutions | IT Support | Enterprise Cloud | Digital Marketing | Digital Lifecycle | Augmented Reality | Wearable Devices |
Blockchain Development | Cryptocurrency



Director

**Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**



Dated: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Ayushkawat

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT-Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. Minimum Contractual Term means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan'23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed Joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7650
Travelling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	393	393	393
Monthly CTC	30700	35970	40700
Expected In Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay,

For Daffodil Software Pvt. Ltd.

Smiti Saini

Daffodil Software Private Limited Director
(Formerly Daffodil Software Limited) **Branchacharya Group of Institutions**
27, KP-III, Greater Noida-201306

Authorized Signatory Registered Office : 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA. Tel.: +91-0124-6817000

Branch Office : 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA.

Web Address : www.daffodilsw.com | Email-id : info@daffodilsw.com

CIN : U74899HR1999PTC066889

Compose

Inbox

Starred

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Sent

Drafts

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Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch

C Careers @ Vinove <careers@vinove.com> (sent by mahesh@vinove.com)
to raw-ayush@ppsc.ashvini.1@lek.me
Hi Ayush Rawat,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be Issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)
Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Confirmation for joining

1 message

3 December 2022 at 18:16

hr <hr@hostbooks.com>

To: Arpit Rastogi <arpit2003rastogi@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Arpit Rastogi,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Career Appinventiv <career@appinventiv.com>
Sent: Thursday, September 22, 2022 1:40 PM
To: TPO
Cc: Niharika Rawat; richa.jaiswalgnindia.dronacharya@gmail.com
Subject: Re: Hiring Process & Drive Schedule || 29th August 2022 (Appinventiv Technologies)
Categories: Red Category, Green Category

Hi Richa,

Please find below the list of final selects with Appinventiv Technologies. Please book & make sure they don't back out.
Kindly share the results among students.

Deepak Dua	deepak.14032@gnindia.dronacharya.info
Ankur Singh	ankur.14020@gnindia.dronacharya.info
Sidhant Sharma	sidhant.22684@gnindia.dronacharya.info
Sagar	sagar.14090@gnindia.dronacharya.info
Amaan Ali	amaan.14005@gnindia.dronacharya.info

Thank you so much for the collaboration.

On Mon, Sep 19, 2022 at 4:17 PM Career Appinventiv <career@appinventiv.com> wrote:
Hi Richa,

Please find below the final round schedule for tomorrow:

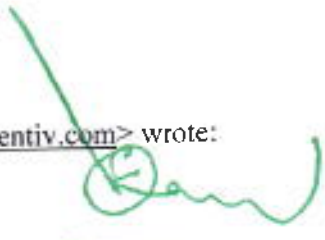
Deepak Dua	deepak.14032@gnindia.dronacharya.info	20 Sept	1:00 PM
Ankur Singh	ankur.14020@gnindia.dronacharya.info	20 Sept	1:20 PM
Sidhant Sharma	sidhant.22684@gnindia.dronacharya.info	20 Sept	1:40 PM
Sagar	sagar.14090@gnindia.dronacharya.info	20 Sept	3:30 PM
Amaan Ali	amaan.14005@gnindia.dronacharya.info	20 Sept	3:50 PM

Please inform students.

On Fri, Sep 16, 2022 at 2:27 PM Career Appinventiv <career@appinventiv.com> wrote:
Hi Richa,

Please find the list of shortlisted students selected for the HR Round,

Final Selects For HR Round	
Deepak Dua	deepak.14032@gnindia.dronacharya.info
Ankur Singh	ankur.14020@gnindia.dronacharya.info


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Sidhant Sharma	sidhant.22684@ggnindia.dronacharya.info	Round 2	13 Sept	1:00 PM
Sagar .	sagar.14090@gnindia.dronacharya.info	Round 2	13 Sept	2:00 PM
Preeti	preeti.22671@ggnindia.dronacharya.info	Round 2	14 Sept	12:00 PM
Vikas Nayak	vikas.22405@ggnindia.dronacharya.info	Round 2	14 Sept	4:30 PM
Amaan Ali	amaan.14005@gnindia.dronacharya.info	Round 2	14 Sept	1:00 PM

On Wed, Sep 7, 2022 at 5:05 PM Niharika Rawat <niharika.rawat@appinventiv.com> wrote:

Hi Richa,
Please find the schedule of pending students for PI Round - 1.

Ankur Singh	ankur.14020@gnindia.dronacharya.info	8 Sept	11:00 AM
Prachi Malgudi	prachi.14428@gnindia.dronacharya.info	8 Sept	12:00 PM
AMAN SHARMA	aman.22642@ggnindia.dronacharya.info	8 Sept	1:00 PM
Sagar .	sagar.14090@gnindia.dronacharya.info	8 Sept	3:00 PM
Keshav Bhartia	keshav.22075@ggnindia.dronacharya.info	8 Sept	4:00 PM
Aditi Bhardwaj	aditi.22009@ggnindia.dronacharya.info	8 Sept	5:00 PM



Niharika Rawat
Asst. HR Manager || Appinventiv
Appinventiv Technologies Pvt. Ltd

Contact No. 120-4174793 ,8448182015
B- 25, Sector 58, Noida-201301



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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Labels

Re: Regarding College Proposal || Campus Placement || Batch 2023 || Dronacharya



Anshika Aggarwal <anshika.aggarwal@pheuture.com>
to me, TPJ

Hi Richa

Below students are selected for the job.

Sameer Ahmed and Prachi Malgudi
Sameer Ahmed with salary - 5LPA
Prachi Malgudi with Salary- 4LPA

Also, for the remaining students- Can you please ask them to come on Monday 8th August, Timing would be the same.

On Tue, Aug 2, 2022 at 3:29 PM Anshika Aggarwal <anshika.aggarwal@pheuture.com> wrote:

Noted.

On Mon, Aug 1, 2022 at 9:27 AM Richa Jaiswal <richa.jaiswal@india.dronacharya@gmail.com> wrote:

Dear Anshika,

Greetings!!

Sharing the list of candidates for your reference.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Argusoft India Ltd.

Argus

Sep 8, 2022

Letter of Intent to Offer

Dear ANKUR PRATAP,

Please refer to the selection process that you underwent on campus and/or at our office in Gandhinagar. **Congratulations on clearing ArgusSoft's selection process!** We are happy to extend this letter of intent to offer employment to you as a Programmer Analyst effective 3rd July 2023. This offer is subject to the successful completion of the BE/BTech/MCA/MBA program that you are presently undergoing.

Upon joining you will be on probation for a period of six months (3rd July 2023 to 31st December 2023). During the probation period, you will be paid a composite amount of Rs.21,051.00 (Rupees Twenty one thousand fifty-one only) per month. Subsequently, upon confirmation, you shall receive an annual compensation package. The compensation package (Rs. 7.12 lacs) will be arrived at based on your performance during the training period. Applicable and statutory Central and State taxes will be deducted from the employee's gross earnings.


Please sign and return a copy of this letter to the address mentioned herein, by Sep 9, 2022, as your acceptance of this offer.

We look forward to having you onboard with us in July 2023. In case you have any questions at all, please do not hesitate to contact us.

Sincerely,



For ArgusSoft India Ltd.



Director

Dronacharya Group of Institutions
27, KP-11, Greater Noida-201306

A66, Sector 25, GIDC Electronic Estate, Gandhinagar 382 016. Gujarat, INDIA

www.argussoft.com



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 475 4998 www.npglobal.in

26th July, 2022

Ms. Kavya Verma
Dronacharya Group of
Institutions, Greater Noida

Dear Ms. Verma,

Subject: Offer of Employment with NetProphets.

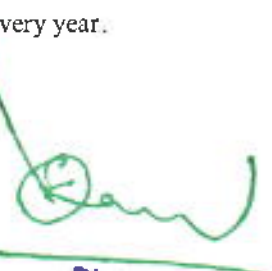
We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th January 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall intoline with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
Greater Noida-201306



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs. Shobhana Bansal, Mob No- 9582106208**

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 2023**.

Date: _____

Signature:

(Kavya Verma)

**This is a computer-generated document hence 'No signature' is required*

Director
Economiya Group of Institutions
27, K-III, Greater Noida-201306



Annexure-I

Salary – Structure

Employee Name		Kavya Verma	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
<p>*Income Tax- As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p>			

Director

Bronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NetProphets
Cyberworks**

📍 NetProphets Cyberworks Pvt. Ltd.
Technoparje 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India

☎ +91120 476 4999 🌐 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.

Director

**Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**



26th July, 2022

Mr. Ayushya Verma,
Dronacharya Group of
Institutions, Greater
Noida.

Dear Mr. Verma,

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Business Analyst-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 23**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall into line with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George, Mob No- 9971129635**.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra

(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature: _____

(Ayushya Verma)

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

**This is a computer-generated document hence 'No signature' is required*



Annexure-I

Salary – Structure

Employee Name		Ayushya Verma	
Designation		Business Analyst-Trainee	
		Monthly	Annual
A. PARTICULARS			
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
*Income Tax- As per the IT Act			
** Gratuity as per the Payment of Gratuity Act.			
		Director Dr. Acharya Group of Institutions 27, KP-III, Greater Noida-201306	



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India

+91 120 478 4989 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs-4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.


Director

**Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P, India

+91 120 478 4999  www.npglobal.in

26th July, 2022

Ms. Amita Rawat
Dronacharya Group of
Institutions, Greater Noida

Dear Ms. Rawat,

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th January 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall intoline with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, Kirti Nagar, Greater Noida-201306



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs. Shobhana Bansal**, Mob No- 9582106208

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 2023**.

Date: _____

Signature:

(Amita Rawat)

**This is a computer-generated document hence 'No signature' is required*

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Annexure-I

Salary – Structure

Employee Name		Amita Rawat	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
<p>*Income Tax- As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p>			

Director
Bronacharya Group of Institutions
27, KP-111, Greater Noida-201306



**NetProphets
Cyberworks**

📍 NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India

☎ +91 120 478 4989 🌐 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.

Director
Dronacharya Group of Institutions
27, K.P-III, Greater Noida-201306



26th July, 2022

Mr. Aman Verma,
Dronacharya Group of
Institutions, Greater
Noida.

Dear Mr. Verma,

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 23**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your **B. tech** degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall in line with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P, India
+91 120 478 4898 www.npglobal.in

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature: _____

(Aman Verma)

Director

**This is a computer-generated document hence 'No signature' is required*

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Annexure-I

Salary – Structure

Employee Name		Aman Verma	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
*Income Tax- As per the IT Act			
** Gratuity as per the Payment of Gratuity Act.			


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India

+91 120 478 4999 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 8th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 478 4999 www.npglobal.in

26th July, 2022

Mr. Aman Jain
Dronacharya Group of
Institutions, Greater Noida

Dear Mr. Jain,

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th January 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

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- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is **currently** July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs. Shobhana Bansal**, Mob No- 9582106208

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 2023**.

Date: _____

Signature: _____

(Aman Jain)

**This is a computer-generated document hence 'No signature' is required*

Director
Dronacharya Group of Institutions
22, NP-III, Greater Noida-201306



Annexure-I

Salary – Structure

Employee Name		Aman Jain	
Designation		Software Engineer-Trainee	
A. PARTICULARS			
		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*	As per IT Act	
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
<p>*Income Tax- As per the IT Act ** Gratuity as per the Payment of Gratuity Act</p>			

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A/12, Sector 62,
Noida - 201301 U.P. India

+91 120 478 4999 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



26th July, 2022

Sumit Mishra
Dronacharya Group
Of Institutions,
Greater Noida.

Dear Mr. Mishra

Subject: Offer of Employment with NetProphets.


We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall into linewith business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

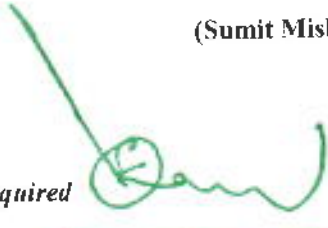
I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature:

(Sumit Mishra)

**This is a computer-generated document hence 'No signature' is required*



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

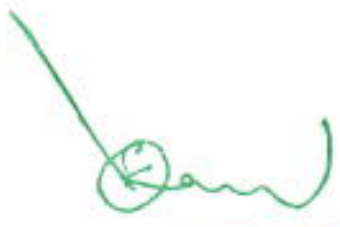
Salary – Structure

Employee Name		Sumit Mishra	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
<p>*Income Tax- As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p>			


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



26th July, 2022

Sahil Khan
Dronacharya Group
Of Institutions,
Greater Noida.

Dear Mr. Khan

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
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- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
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- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

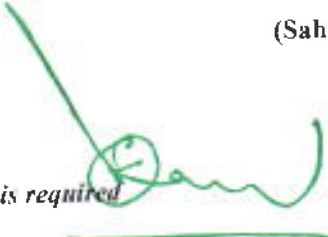
I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature:

(Sahil Khan)

**This is a computer-generated document hence 'No signature' is required*



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Salary – Structure

Employee Name		Sahil Khan	
Designation		Software Engineer-Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
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B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*	As per IT Act	
Total Deductions (Excluding Income Tax)		2,150	25,800
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3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
<p>*Income Tax-As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p>			


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-56A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 478 4999 www.npglobal.in

26th July, 2022

Mr. Moksh Pasricha
Dronacharya
Group of
Institutions,
Greater Noida.

Dear Mr. Pasricha,

Subject: Offer of Employment with NetProphets.


We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 23**.

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- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall intoline with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

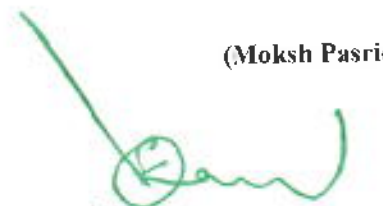
OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 23**.

Date: _____

Signature:

(Moksh Pasricha)




**This is a computer-generated document hence 'No signature' is required*

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

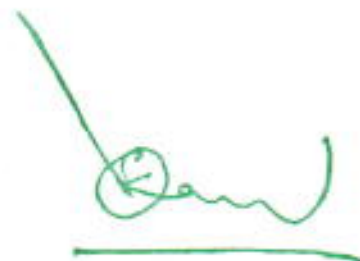
Salary – Structure

Employee Name		Moksh Pasricha	
Designation		Software Engineer-Trainee	
A.PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B.DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C.BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
*Income Tax-As per the IT Act			
** Gratuity as per the Payment of Gratuity Act.			


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



26th July, 2022

Chirag Gupta
Dronacharya Group
Of Institutions,
Greater Noida.

Dear Mr. Gupta

Subject: Offer of Employment with NetProphets.

We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 2023**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall into linewith business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George**, Mob No- 9971129635.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th Jan, 23**.

Date: _____

Signature:

(Chirag Gupta)

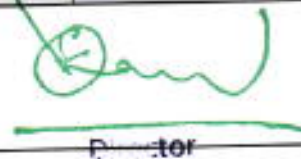
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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Annexure-1

Salary – Structure

Employee Name		Chirag Gupta	
Designation		Software Engineer-Trainee	
A.PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B.DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C.BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
*Income Tax-As per the IT Act			
** Gratuity as per the Payment of Gratuity Act.			



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

Employment Offer Letter

July 27, 2022

Dear **Shivam Chauhan**,

With reference to your test and Interview done with us, we are pleased to offer Appointment to you as "**Software Engineer Trainee**" on the terms and conditions given below:

You will be given initial CTC of **INR 4,00,000.00 (INR Four lakh Only) per annum**, starting from the date of joining. After 6 months of training your Salary will be revised to minimum **5.0 lakh per annum**.

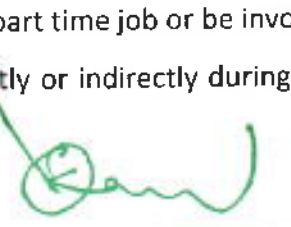
1. Please confirm your exact date of joining within a 3 days time. Working days will be 5 days a week and this is subject to any change that may come into force in future. Working Days and hours may change based on urgency of a project or a demonstration.
2. You will be part of i2v Software Product Engineering team. After short period of training, you will be given projects, modules for software development, programming and/or related activities. Besides these you will also be self responsible for product innovation and new feature development. Your performance will be reviewed after 6 months based on your work. This period may be less based on results produced and company's performance.

3. This appointment offer is made to work in i2v office at **Gurgaon**. Based on current Covid situation you may be required to work from home.

4. You have to sign a 18 months agreement to work with i2v for minimum 18 months from date of joining.

5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other agreements as may be required by i2V from time to time.

6. The employee/trainee will be required to engage in no full time or part time job or be involved in any way with competitor's or other business activities either directly or indirectly during your employment with the company.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

7. The employee/trainee will adhere to all the **rules and regulations** as per Company Policy.

The employee/trainee will not at any time divulge or make public any information regarding the research, products and administration of i2V Systems Private Limited, whether the same may be confided to you or become known to you, in course of your services or otherwise, except under legal obligations.

8. 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 i2V shall stand terminated/cancelled without any notice.

9. This enrollment and subsequent project allocation may be terminated by either party giving **60(sixty) days** notice. Whilst i2V reserves the right to release you upon your resignation prior to conclusion of your notice period without paying notice pay for the balance notice period, notice pay in lieu of notice is acceptable only on approval from your Project Leader.

10. You are required to accept this offer letter within **3 days** time.

Kindly submit the following document on time of joining.

1. 10th, 12th, Graduation Semester and Post Graduation Certificates and other education qualification certificates.
2. Salary slips(if any) of last 3 months.
3. 2 passport size photographs.
4. Relieving letter from the last company

Welcoming you onboard and wishing you a long and mutually rewarding career with us. Please send us a confirmation for the same with exact date of joining.

Thanks and Regards,

For i2V Systems Pvt. Ltd.

(Sumit Aggarwal)

Founder

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Name of the Employee _____

Signature: _____



26th July, 2022

Mr. Ankur Pratap Singh
Dronacharya
Group of
Institutions,
Greater Noida

Dear Mr. Ankur,

Subject: Offer of Employment with NetProphets.

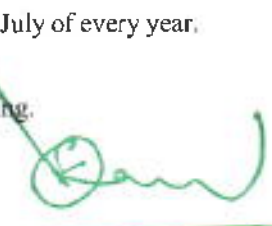
We are pleased to offer you an employment as **Software Engineer-Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **9th Jan, 23**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance. The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR 3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall intoline with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently July of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201305

- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Mrs Lydia George, Mob No- 9971129635**.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra
(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **9th January 23**.

Date: _____

Signature: _____

(Ankur Pratap Singh)



**This is a computer-generated document hence 'No signature' is required*

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Salary – Structure

Employee Name		Ankur Pratap Singh	
Designation		Software Engineer-Trainee	
A.PARTICULARS			
		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B.DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C.BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance – Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package(A+B+C)		25,000	3,00,000
<p>*Income Tax-As per the IT Act ** Gratuity as per the Payment of Gratuity Act.</p>			



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida 201306

Personal & Confidential

Date: 16-07-2022

HR/Offer/2022/259

Dear Sparsh Goyal,

We would like to congratulate you on being selected for internship with **CloudThat Technologies Private Ltd.** based at **Bangalore**. Your internship is scheduled to start effective from **09th Jan 2023** for a period of 6 Months. At CloudThat, you will spend internship period in learning Cloud, DevOps, IoT and Big Data technologies. During the Internship, your stipend will be Rs **10,000/-** per month. After the Internship, based upon your performance, you will be offered full time employment with a revised salary package of **Rs. 560,000/-** per annum (Fixed: Rs. 410,000/- per Annum & Variable: Rs. 150,000/- per Annum).

Employment Bond: On joining the Company, you undertook to stay in employment of the Company for a minimum period of 2 years, in consideration of which, the Company is not charging the cost of training from you. In case, for any reason, you leave the services of the Company before the said period of 2 years, then you shall forthwith pay the entire amount of payment made during the internship period (in case of interns) or last 6 months' salary (in case of full-time employee) being the indemnification of the cost of training to the Company.

The documents listed in Annexure-A are required to be submitted along with your acceptance of the offer letter within 2 business days of receiving this letter.

For CloudThat



Bhavesh Goswami
CEO & Founder

I agree to the terms of employment set forth above.

Signature:
Name:
Date Accepted:
Start Date:



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Annexure- A

S no	Documents to be provided
1	Copy of passing certificate or equivalent of Graduation exam and/or post-graduation exam, if applicable.
2	Copy of certificate/diploma of any additional professional qualifications acquired
3	Copy of Passport for proof of permanent address, identity and age. If no passport, then copy of Electricity bill and Ration Card/Driving License needs to be given.
4	Recent Passport size photographs (2 nos.)
5	Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within one month from joining
6	Copy of Aadhar Card (Both the sides). In absence of Aadhar card, copy of application for Aadhar card must be given to the organization within one month from joining



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Coditas Solution LLP. | LLPIN:AAQ-6182

21/06/2022

Reference No: CS/HR/OFFER/YB/21062022

To,
Mr. Yash Bhargav

INTERNSHIP + OFFER LETTER

Dear Yash,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our Company.

We would like to offer you a remuneration of **Rs. 11,000** per month (incl. TDS). You are expected to join us in our office at Pune on **2nd January 2023** and complete the necessary joining formalities.

Post the internship, we may offer you a permanent position with an updated remuneration of **Rs. 6 LPA** and other benefits, the details of which are stated in the attached annexure.

This offer combines both an Internship and employment with Coditas, and it cannot be separated.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to your performance during the mentioned period, other records, and verification of documents submitted during your tenure. The decision made by the management regarding this would be final.
3. There will be no separate probation period, and your services will be confirmed after you successfully complete the internship program.
4. This position would require you to join and work from the office compulsorily.
5. Regular performance reviews will be done to assess your suitability during your internship. If your performance is not as per the satisfaction of the management, it can lead to termination of employment before the completion of 6 months of internship.
6. You can avail of the floater holidays as per the scheduled holiday calendar.
7. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
8. The validity of this offer is **2 days** from the date of the release of this offer letter.

X13, Konark Campus, Viman Nagar, Pune, Maharashtra - 411014

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

coditas

Coditas Solution LLP. | LLPIN:AAQ-6182

9. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
10. You are expected to share the below documents (whichever applicable) on or before the date of joining:
 - a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
 - b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role.
 - c. Photocopy of your passport along with a photocopy of Visa stampings (if any).
 - d. One passport size photograph
 - e. Age proof document
 - f. Proof of permanent/local address
 - g. PAN card, Aadhaar card

Please let us know in advance if you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills to handle the job responsibilities effectively. Pertaining to this, we would request you to notarize the attached service agreement on a Rs. 500 stamp paper and share the hard copy with us on or before your date of joining.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.



Director

**Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**

📍 X13, Konark Campus, Viman Nagar, Pune, Maharashtra - 411014.



Offer: Computer Consultancy
Ref: TCSL/DT20229663523/Delhi
Date: 07/06/2022

Mr. Sahil Khan
Plot No.75, Saraswati Niwas B-3Gujarpur,
Knowledge Park 3,
Gautam Buddha Nagar-201306,
Uttar Pradesh.
Tel# 91-9118625412

Dear Sahil Khan,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20229663523

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

Director

1

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

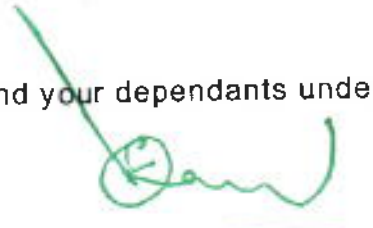
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:


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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by


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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

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

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Sahil Khan
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G. S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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

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

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

Director

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Director
Group of Institutions
Greater Noida-201306



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

Director

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

Director



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

Director

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KP-III, Greater Noida-201306

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

Director

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27, KP-III, Greater Noida-201306

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Ref. No. : APL/03/2022/CDRGNO/489

Date: 13th July 2022

Mr. Harshit Maheshwari
S/o Lalit Maheshwari
2745 248 Hansapuri
Onkar Nagar North West Delhi-110035
Ph. No- 742833546
Email: -harshitmaheshwari001@gmail.com

Subject: Letter of Appointment

This has reference to your application and subsequent interview that you had with us regarding Graduate Trainee Engineer Vacancy in our organization. We are delighted to confirm your appointment as Graduate Trainee Engineer in Management Cadre in our company with effect from 14th July 2022.

This confirmation is subject to the other terms and conditions as mentioned hereunder:

1. You will be paid the Gross Remuneration of Rs. 1,80,000/- (Rupees One Lac Eighty Thousand only) Per Annum.
2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly confidential; you shall treat such matters accordingly, and any breach thereof would be viewed very seriously.
3. You will be liable to serve any of the offices of the company or client location in India or abroad as may be required by the exigencies of work. The company reserves the right to transfer/change your posting site from one place to any other place in India or abroad. Your present joining location will be at SECL, Kushmunda (Base Location). However, your services could be transferred to any other Departments/Divisions of the Company.
4. During the period of service in the company, you will discharge your duties honestly and faithfully and will not do any act or omission which might cause harm to the interest of the company. You cannot take up any other assignment of similar nature with any client wherever you will be posted for at least two years from the date of discontinuation of this assignment/job with us. You are not supposed to take up assignments with any of our customers where we have supplied or installed or we are rendering service of any type for at least two years from the date of discontinuation of service from the organisation. Company reserves the right to take suitable action against you for any breach of this clause and all damages that the organization will bear financial and other due to your such act will be claimed from you.
5. During your service with the company and even after you have ceased to be in employment, you shall not divulge any information, data, material etc. acquired by you to any outside persons, company or body without the express consent of the company. While working as an employee if you enter into any business transaction with any party on behalf of the company within your permissible limits, it shall be

Aegisko Technologies Private Limited

Director



+91 9871789516



info@aegisko.co.in
www.aegisko.co.in



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Plaza, Sher Shah Suri Road, Sec 37,
Faridabad - 121003, Haryana

Institutions
Noida-201306



your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the company, it shall be your responsibility to recover for remittance to the company before you proceed to settle your legal dues in full and final settlement of your account.

6. You cannot indulge in similar business or work with any other company who is into similar business activity after discontinuation of Services or on a similar product/service for 24 months from the discontinuation of services with us . In case you do so, the company reserves the right to claim damages that may occur due to your such act.
7. You will inform any change in your postal address within two days of the change, otherwise all Communication sent to you at the address in the official records shall be deemed to be sufficient. You will be solely responsible for the consequences of not informing the company about the change and the company will have no liability arising from it.
8. You will be responsible for the safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
9. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trademark and Company's Human assets profile.
10. You will neither carry on at any time during the period of service any activity including part time employment nor associate with any organization with or without remuneration directly or indirectly during the course of your employment with the company without the express consent of the company obtained in writing.
11. If at any time in our opinion, which is final in this matter you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover damages from you.
12. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
13. You also agree not to take or remove from the premises without prior authorization writing any original or copied material including any document, specification, drawing, plan, list, magnetic medium or any article relating to the company's interests, secrets, or products, past, present or future, except where by virtue of the nature of your duties you are acting in the Company's interest and consent for such action would not reasonably have been expected to be withheld.
14. Your Services Shall be governed by the policies of the company as detailed in the HR handbook and are subject to change from time to time including office timings, outstation travel rules, leave, conduct etc.
15. The Company shall deduct Taxes from your salary as per the indian Income Tax laws and it shall be your responsibility to provide necessary documents to the company for exemptions claimed (if any) and to

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meet all requirements under the Indian Income Tax laws, including tax compliance and filing of tax returns.

16. You agree that for a period of twenty four months after termination or expiration of our employment with the Company, regardless of the reason for termination, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that you employ or solicit for employment, any person employed at that time by the Company, or by any related corporations in any business thereof in which you have been engaged during your employment.
17. You acknowledge that the Company owns an exclusive proprietary interest in certain confidential information and that such confidential information constitutes valuable commercial and industrial secrets of the company. You acknowledge and agree that the misuse or unauthorized disclosure of any confidential information would constitute an act injurious to the Company's business, competitive position and goodwill.
18. You agree that you will not retain or use your account or any other account at any time any trade names, trademarks, service marks, or any of the related corporations of the company. For clarity it is hereby declared that ownership and title to all the previously mentioned properties shall at all times be vested in the company or its related corporation, as the case may be.
19. You confirm that you have disclosed fully to the Company any business interests or circumstances that conflict with the company's interests and you or any immediate relatives that may arise during your employment.
20. Compensation Review is an annual exercise, which determines the increment in salary. The increment is done on the cost of living adjustments and market trends in compensation levels. However, the increment in the employee's salary is not automatic and will be subject to the employee's and the company's performance.
21. Your appointment is subject to you being medically examined and found fit. The Management has the right to get you medically examined by any qualified medical practitioner during the tenure of your service. In case you are found medically unfit to continue with the assignment for which you have been employed, you will lose your lien on the job.
22. You will be entitled to leave, holidays, benefits, and other allowances as applicable to your category of employees and location of posting, in accordance with the HR Policy of the Company.
23. Probation, Confirmation & Termination
 - 1) You will be on probation for a period of 6 (Six) months from the date of your appointment, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.

- 2) (a) During the probation period or the extended period of probation, an Employee will be liable to be discharged from the company's services at any time with 30 days notice.

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Faridabad - 121 003, Haryana



days prior notice and without assigning any reason. An Employee is also bound to provide the company with 30 days notice during which period he / she may have to actually work. The company does not encourage adjusting notice period against either leave or forfeiture of salary,

- (b) Upon confirmation your services are liable to be terminated by the company after Providing you three month's notice or payment of Gross salary in lieu thereof. You shall also be bound to provide the company with three months notice prior to Resignation during which period you may have to actually work. The said period Will not be adjustable either against leave or forfeiture salary.
 - (c) If the exigencies of work so require, the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.
 - (d) The company will have the right to terminate your employment without notice and No Notice Period compensation will be paid to employee if the termination is due to any of the following reasons and more..
- You commit any breach of your duties and responsibilities under this contract of service.
 - In case of being absent from duty from 5 (Five) days continuously without sanction of leaves in writing will be considered as an abandonment of the employment by you.
 - You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment; and
 - Disobedience, indiscipline or other acts which are against the rules and guidelines of the organization.
 - If any information furnished by you through your resume/application or any other documents in connection with your employment/engagement with the company is found to be incorrect.
 - If you indulge in any act, which would amount insubordination, indiscipline, dishonesty or misconduct in duty.
 - In the event of your becoming incapacities unable to perform your duties on account of any paralyzing infirmity, accident or ill health.
 - The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize workforce due to unforeseen circumstances.

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Director

Dronacharya Group of Institutions
27, KP-114, Greater Noida-201306



- You are found to have been convicted for or indulged in criminal, subversive or immoral activities.

24. In all other matters you will be governed by the personnel policy of the company.

You are required to submit the following set of documents on or before the date of joining.

- 4 copies of your latest passport size photograph.
- Your educational certificates starting from X onwards along the mark sheet (Original along with the one set of Xerox copies)
- Copy of permanent account number (PAN) card/ letter for income tax purposes (if applicable)
- Photocopy of your driving license/ Voter ID card/ Photo Ration card.
- Photocopy of passport (In case you possess)
- Photocopy of your Aadhaar Card.
- Proof of Residence Address.
- Medical Certificate.

The detailed breakup of your salary and other expenses at site is mentioned herewith for your reference.

Annexure -1

Breakup - Monthly	INR
Basic Salary	6000
Dearness Allowance	3000
Other Allowances	2000
Medical Allowance	2000
Conveyance Allowance	1500
Telephone & Internet Allowance	500
Gross Salary	15000/-
Total Net Salary	15,000/-
Department :	Modular System Support
Designation :	Graduate Trainee Engineer

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Faridabad - 121 005, Haryana

Group of Institutions
Faridabad - 201306



Grade :	M5
Base Location :	Kushmunda, SECL
Employee ID	EC/AG/2022/18

If you do not join by the date mentioned above or if we do not hear anything by the above date, this confirmation letter will automatically stand cancelled/ withdrawn unless the date of joining is extended subsequently.

You are requested to sign the duplicate copy of this letter as a token of your confirmation of acceptance of the terms and condition of the Service. The handout of HR Manual/policy of the company will be handed to you once you join the company.

With best wishes,

For Aegisko Technologies Pvt Ltd

Acknowledged and Accepted By

Authorised Signatory

Mr. Harshit Maheshwari

(Chief Executive Committee Member)

A handwritten signature in green ink, appearing to be "Harshit Maheshwari", written over a horizontal line.

Director

Aegisko Technologies Private Limited

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27, KP-III, Greater Noida-201306



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Plaza, Sher Shah Suri Road, Sec 37,
Faridabad - 121 003, Haryana

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Karan Kushwah
Brahmapuri, Delhi

Dear Mr, Karan,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development at Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head - Corporate Human Resources



Director

Dronacharya Group of Institutions

27, K5-III, Greater Noida-201305

Registered Office: Plot No. 7, Sector 3, IMT, Manesar, District Gurugram, Haryana-122 030, India

Tel: +91 124 4177200. E-mail: info@napino.com, Website: www.napino.com

Corporate Identity Number (CIN): U34300HR1991PLC031470



Smart Roof

SMART ROOF SOLAR SOLUTIONS PVT. LTD.

www.gosmartroof.com

Date: 16-09-2022

HARSHIT MAHESHWARI

email:harshitmaheshwari0001@gmail.com
Contact number: +91-7428335546:

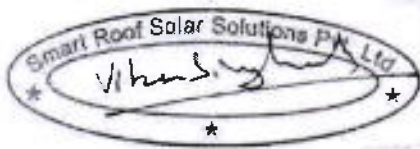
Dronacharya Group of Institutions,
Greater Noida

Job Offer – Assistant Manager - Business Development (Trainee)

We are pleased to offer you the position of **Assistant Manager – Business Development (Trainee)** with **Smart Roof Solar Solutions Pvt Ltd., Gurugram, Haryana.**

You are required to report to us for joining on **19-09-2022(Monday) at 9:00 am** at our office. You will be paid Rs 10,000/- month till June 2023 as trainee. You will be considered for permanent absorption after completion of your training successfully.

We welcome you in our company and look forward to your joining with us on 19-09-2022(Monday).



Director

Dronacharya Group of Institutions
27, KP-II, Greater Noida-201308
Uttar Pradesh Office:

Office: C-32, JP Garden Estate,
Mohan Nagar
Ghaziabad (U.P.)

Haryana Office:

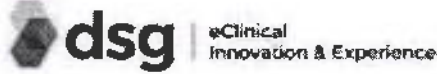
Office :- B-36 & 37, IDG,
Mehrauli - Gurgaon Road,
Gurugram-122001, Haryana

Kolkata Office:

Off.: Arch Water Front, 13th Floor, Ring Rd, GP Block, Sector V,
Saltlake City, Kolkata, West Bengal 700091

Regd. Office: E-011, Raheja Atlantis, Sector - 31 Gurugram-122001 (Haryana) Tel. No. 0124 4364141

India Document Solutions Private Limited



Clinical Trials Software and Services

September 13, 2022

Mr. Divyanshu Agarwal
Bulandshahr, UP
7520880123
divyanshuagarwalnow@gmail.com

Dear Deepak,

It is our pleasure to offer you employment with India Document Solutions Private Limited as Trainee – Software Engineer in our Noida office starting on the following terms and conditions. Please note that the employment terms contained in this letter are subject to the Company policy.

1. Appointment

- a. Your date of appointment is effective from the date of joining which shall be on or before **September 19, 2022**
- b. You will be on probation for 3 months from the date of your appointment.
- c. At the end of the probation period, if the Company finds your services satisfactory, your appointment will be confirmed, in writing by the company.
- d. The Company reserves the right to extend your probation period for further period of three months, if required.

2. Compensation:

- a. The details of your salary and benefits are given in Annexure A.
- b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c. Increments are not automatic, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- d. Your compensation information is strictly confidential and we expect that you maintain the confidentiality of the same.

Director

Dr. Anshu Chaturvedi Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477

India Document Solutions Private Limited



3. Other Benefits

You will be entitled to the following:

- a. **Company Holidays:** 12 Days
Paid Leaves: 16 Days*
*Prorated per the joining date.
- b. **Working Hours:** 44 hours per week
- c. Participate in the Company Provident Fund Scheme as per the rules and policies.
- d. You will be eligible to participate in the Company Medical Insurance program.

4. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. Work performed in addition to the regular work hours is customary with professional responsibilities.

5. Conflicts of Interest

- a. During the leave period, the employee shall not undertake any other direct/indirect business of work, honorary or remunerative, except with the written permission of the company.
- b. During the Term and for a period of two years following the termination of the Term, employee agrees that he or she will not induce, solicit or aid in the solicitation of, any existing or future employee, agent, independent contractor or consultant of the Company or any of its affiliated businesses, to leave or otherwise terminate his or her employment or engagement with the Company or its affiliated businesses.
- c. In case of any conflict or doubt, please discuss the matter with the General Manager or International Operations Controller, to understand the position of the Company and resolve the conflict.

6. Confidentiality

- a. You are required to comply with the Confidentiality Policy of the Company.
- b. Each employee is responsible for safeguarding the confidential and proprietary information obtained during employment. In the course of work employees may have access to confidential information regarding the Company, suppliers, clients, customers, or even fellow employees. Each employee has the responsibility to prevent revealing or divulging any such information unless it is necessary for the employee to do so in the performance of duties or as authorized by India Document Solutions Pvt. Ltd management. Access to confidential information should be on a need-to-know basis and must be authorized.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477

A handwritten signature in green ink, appearing to be 'Dronacharya', is written over a horizontal line.

Director

**Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**

India Document Solutions Private Limited



7. Notice Period

- a. India Document Solutions Pvt. Ltd. requests 60 days' written resignation notice from all employees.
- b. In case misconduct is a reason for termination of the employee, Management reserves the right to forfeit the salary depending on the nature of misconduct.

8. Other Policies

- a. As an employee of India Document Solutions Private Limited, you are subject to the policies and procedures detailed in the "India Document Solutions Private Limited Employee Handbook." One of your first responsibilities will be to familiarize yourself with its contents.
- b. Your appointment is subject to your submitting the New Hire documentation mentioned in Annexure B of this Offer Letter.
- c. Your appointment is subject to the Reference check by the Company.
- d. This Offer Letter contains the entire understanding between you and India Document Solutions Private Limited concerning your employment with India Document Solutions Private Limited and you acknowledge that in accepting this employment you have not relied on any oral representation made by any other party, employee or agent of India Document Solutions Private Limited.

If you wish to accept this offer, please sign and date this letter below and return it via email to Chetna Bogra at cbogra@dsg-us.com within 2 days of your receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which this offer will stand withdrawn and canceled, unless notified in writing by you and accepted by the management of India Document Solutions Private Limited.

Yours faithfully,
For India Document Solutions Private Limited

Anthony J. Varano
Director

I understand and agree to the above terms and conditions and accept India Document Solutions Private Limited's offer of employment.

Accepted Joining Date: ___ / ___ / _____

Name : _____

Signature : _____

Date : _____



Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416—Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure—A

Name : Mr Divyanshu Agarwal

Designation : Trainee – Software Engineer

Joining Date : On or Before September 19, 2022

Compensation Details (All figures in INR)		
Component	Monthly	Annual
Part A		
Basic	7,500	90,000
HRA	3,000	36,000
Allowances (Conveyance, Medical, LTA)	3,917	47,004
Advance Statutory Bonus	583	6,996
GROSS SALARY (Total Part A)	15,000	180,000
Part B		
PF (Employers contribution)	1,370	16,440
ESIC (Employers Contribution)	713	8,550
Medical Insurance	833	10,000
Variable Incentive - Based on Performance	5,833	70,000
Total (Part B)	8,749	104,986
CTC (Part A+Part B)	23,749	284,986
Part C*		
Gratuity**		4,329
Leave Encashment***		10,000
Cumulative CTC (Part A+B+C)		299,315

* Part C shall be paid only at the time of Full & Final Settlement

** Any employee is entitled to a Gratuity payment at the time of Full & Final settlement only if 5 continuous years of service with the company are completed

The salary would be payable per the PF/ESI/Income Tax Regulations. For any explanation, please contact the HR Manager, Noida,

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477

Director
Broncharya Group of Institutions
44, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure - B

New Hire Document Checklist

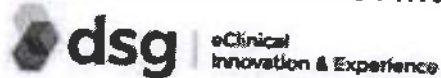
Please carry photocopies of the following documents on the date of joining for verification. Any concerns on this, please get back to us.

1. **Signed Offer Letter** of India Document Solutions Private Limited
2. **Degree Certificate(s)** – Graduate and Post Graduate
3. **Mark Sheets of all Years** – Graduate and Post Graduate
4. Any other **Certifications/Course(s)** attended
5. **Experience Letters** or **Offer Letters** of all the previous employers – If you are joining with prior experience
6. **Reliving Letter or Resignation Acceptance Letter** of the previous employer– If you are joining with prior experience
7. **Photograph** – One Passport Size Photograph
8. **Passport** – If you have a passport, please submit a copy of it
9. **PAN Card**
10. **ID Proof and Residence Proof** - For Opening a Salary Account with ICICI Bank

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416–Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Welcome to India Document Solutions Private Limited

September 13, 2022

Dear Divyanshu,

Welcome to India Document Solutions Private Limited.

India Document Solutions Private Limited is a fast growing company in a very fast growing market and industry. There are many opportunities for individuals that are ambitious and have taken on additional challenges and responsibilities.

We understand that you will perform your best and most professional efforts to your job, and comply with India Document Solutions Private Limited's policies and procedures, and execute and be bound by the terms and conditions of India Document Solutions Private Limited's Confidentiality Agreement after commencement of employment with India Document Solutions Private Limited.

The Office Address is:

India Document Solutions Pvt Ltd
C- 28 & 29, 3rd floor, Tower A, Logix Cyber Park,
Sector- 62, NOIDA,
Uttar Pradesh(201301)

Divyanshu, I am looking forward to you becoming a member of the India Document Solutions Private Limited team. I am confident that you will strengthen our organization and help us to achieve our very aggressive goals for the coming year.

Best Regards,
For India Document Solutions Private Limited

Anthony J. Varano
Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
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CIN U74140UP2008PTC049477

A handwritten signature in green ink, appearing to be 'Anthony J. Varano', written over a horizontal line.

Director
Bronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Divyanshu Agarwal <divyanshuagarwalnow@gmail.com>
Sent: Friday, December 9, 2022 3:11 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Internship offer
Attachments: Outlook-aznukhqy.png; Outlook-vpfepqup.png; Outlook-fokrcjoy.png; Outlook-rcmagtdl.png; Outlook-gdamdnot.png; Outlook-oxlimmj.png; Divyanshu Agarwal_Offer_11-11-2022.pdf

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

From: Deepti Singh <Deepti.singh@meridiansolutions.co.in>
Date: Wed, 16 Nov, 2022, 2:43 pm
Subject: Internship offer
To: divyanshuagarwalnow@gmail.com <divyanshuagarwalnow@gmail.com>
Cc: Shankar Kambam <Shankar@meridiansolutions.co.in>, Divya Chauhan <divya.chauhan@meridiansolutions.co.in>

Hi Divyanshu,

Trust you are doing well!
Congratulations!

As discussed, we are hereby sharing with you the Internship offer letter for the position of "**Cloud Solutions Executive - Intern**" with Meridian Solutions.

Kindly go through the attached offer letter, Terms & Conditions as well as salary details.

Your joining date will be **4th January 2023**. In case of any clarification feel free to connect. Once you confirm your acceptance, I shall share the signed copy of the offer letter on our letterhead.

We look forward to your acceptance

Thanks & Regards,

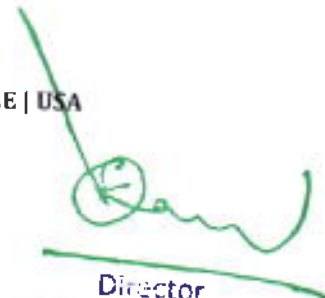
Deepti Singh



Sales Offices: New Delhi | Gurgaon | Mumbai | Bangalore | Chandigarh | Jaipur | UAE | USA

Meridian Solutions Pvt. Ltd,
1103 & 1104, Spaze IT Techpark,
Sohna Road, Gurgaon - 122002, Haryana
O: +91 124 4384831 ; 4603035
M: + 91 8287044021
W: <https://onmeridian.com>




Director
Dronacharya Group of Institutions
27, N-III, Greater Noida-201306



HIKEEDU

LETTER OF INTENT

Dear Hritik,

19/09/2022

We are glad to have you to be a part of **HIKE EDUCATION PVT. LTD.** As examined in your interview, we are putting forth you in the situation of **Business Development Manager** in **Gurugarm** starting from **10th October 2022**.

Every individual in the company is working towards the same goal. Rightly said, "The greatest thing in this world is not so much where we stand, it is in what direction we are moving".

The offer of appointment will be given to you on your Date of Joining and is subject to reference check from your previous employer and your being medically fit.

The following documents would be required from your end on your date of joining to process your appointment letter.

- Photocopy of Aadhar and Pan Card.
- Photocopies of 10th and 12th Marksheets.
- Photocopy of Graduation/ Post Graduation Final Marksheet / Degree certificate.
- Photocopy of Offer Letter/Appointment Letter that includes Salary Certificate from the previous employer.
- Photocopy of Resignation acceptance / Relieving letter from your previous employer.
- Last 3 Months Salary Slips and Bank statement.
- Recent passport size photograph- 2 (original)
- Cancelled Cheque. (original)
- Double Vaccination Certificate.

An Early response to the same is highly appreciated. Look forward to have an amiable Association with you. This LOI is valid for next 24 hours, however if not accepted it will be automatically considered null and void.

Thanks & Regards,

Mayank Singh

Manager – Human Resources

FOR ANY QUERY THROUGHOUT THE ONBOARDING PROCESS PLEASE CONTACT AT
mayank@hikeedu.in

Director

L. Sharya Group of Institutions
27, KP III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:30

To: "balakrishnacppili0920@gmail.com" <balakrishnacppili0920@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Mohit Yadav <mohit.yadav@hostbooks.com>, Preeti Bhatt

<preeti.bhatt@hostbooks.com>

Dear E Balakrishna,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards,



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

17 September, 2022

OFFER OF APPOINTMENT

To

Ms. Vanshika Tanwar
Darya Ganj, New Delhi

Dear Ms. Vanshika,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head - Corporate Human Resources



Director

Chandrasekhara Group of Institutions
27, KP-III, Greater Noida-201306

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Ashish Kumar Gupta
Ramgarh, Jharkhand

Dear Mr. Ashish,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

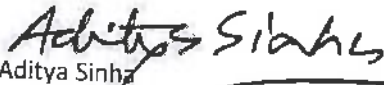
You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head - Corporate Human Resources


Director

Haryana Group of Institutions
27, AP-III, Greater Noida-201306

17 September,2022

OFFER OF APPOINTMENT

To

Mr. Divyanshu Kumar
Bhagalpur, Bihar

Dear Mr. Divyanshu,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head – Corporate Human Resources



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

29 September, 2022

OFFER OF APPOINTMENT

To

Ms. Ankita
Kannauj, Uttar Pradesh

Dear Ms. Ankita

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.


You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance

For Napino Auto & Electronics Limited


Aditya Sinha
Head - Corporate Human Resources


Director

Dr. Acharya Group of Institutions
E-7, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:28

To: GAURAV KUMAR <gk778007@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav

<mohit.yadav@hostbooks.com>

Dear Gaurav,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of **Six Months**.

Your appointment letter will be issued after completing your **2 weeks training period** successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards,



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director

Haryana Group of Institutions
27, Rd-111, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:50

To: "thakurdivyanshu321@gmail.com" <thakurdivyanshu321@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav

<mohit.yadav@hostbooks.com>

Dear Divyanshu Singh

This is in reference to your joining on dated 05th- December - 22 (Monday) as Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month for the location of Gurugram.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
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- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Clinical Trials Software and Services

September 20, 2022

Mr. Vikrant Tanwar
New Delhi, India
+91 9818463866
vikranttanwar2000@gmail.com

Dear Vikrant,

It is our pleasure to offer you employment with India Document Solutions Private Limited as Trainee – Software Engineer in our Noida office starting on the following terms and conditions. Please note that the employment terms contained in this letter are subject to the Company policy.

1. Appointment

- a. Your date of appointment is effective from the date of joining which shall be on or before **September 20, 2022**
- b. You will be on probation for 3 months from the date of your appointment.
- c. At the end of the probation period, if the Company finds your services satisfactory, your appointment will be confirmed, in writing by the company.
- d. The Company reserves the right to extend your probation period for further period of three months, if required.

2. Compensation:

- a. The details of your salary and benefits are given in Annexure A.
- b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c. Increments are not automatic, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- d. Your compensation information is strictly confidential and we expect that you maintain the confidentiality of the same.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



3. Other Benefits

You will be entitled to the following:

- a. **Company Holidays:** 12 Days
Paid Leaves: 16 Days*
*Prorated per the joining date.
- b. **Working Hours:** 44 hours per week
- c. Participate in the Company Provident Fund Scheme as per the rules and policies.
- d. You will be eligible to participate in the Company Medical Insurance program.

4. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. Work performed in addition to the regular work hours is customary with professional responsibilities.


5. Conflicts of Interest

- a. During the leave period, the employee shall not undertake any other direct/indirect business of work, honorary or remunerative, except with the written permission of the company.
- b. During the Term and for a period of two years following the termination of the Term, employee agrees that he or she will not induce, solicit or aid in the solicitation of, any existing or future employee, agent, independent contractor or consultant of the Company or any of its affiliated businesses, to leave or otherwise terminate his or her employment or engagement with the Company or its affiliated businesses.
- c. In case of any conflict or doubt, please discuss the matter with the General Manager or International Operations Controller, to understand the position of the Company and resolve the conflict.

6. Confidentiality

- a. You are required to comply with the Confidentiality Policy of the Company.
- b. Each employee is responsible for safeguarding the confidential and proprietary information obtained during employment. In the course of work employees may have access to confidential information regarding the Company, suppliers, clients, customers, or even fellow employees. Each employee has the responsibility to prevent revealing or divulging any such information unless it is necessary for the employee to do so in the performance of duties or as authorized by India Document Solutions Pvt. Ltd management. Access to confidential information should be on a need-to-know basis and must be authorized.

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CIN U74140UP2008PTC049477



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



7. Notice Period

- a. India Document Solutions Pvt. Ltd. requests 60 days' written resignation notice from all employees.
- b. In case misconduct is a reason for termination of the employee, Management reserves the right to forfeit the salary depending on the nature of misconduct.

8. Other Policies

- a. As an employee of India Document Solutions Private Limited, you are subject to the policies and procedures detailed in the "India Document Solutions Private Limited Employee Handbook." One of your first responsibilities will be to familiarize yourself with its contents.
- b. Your appointment is subject to your submitting the New Hire documentation mentioned in Annexure B of this Offer Letter.
- c. Your appointment is subject to the Reference check by the Company.
- d. This Offer Letter contains the entire understanding between you and India Document Solutions Private Limited concerning your employment with India Document Solutions Private Limited and you acknowledge that in accepting this employment you have not relied on any oral representation made by any other party, employee or agent of India Document Solutions Private Limited.

If you wish to accept this offer, please sign and date this letter below and return it via email to Chetna Bogra at cbogra@dsg-us.com within 2 days of your receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which this offer will stand withdrawn and canceled, unless notified in writing by you and accepted by the management of India Document Solutions Private Limited.

Yours faithfully,
For India Document Solutions Private Limited

Anthony J. Varano
Director

I understand and agree to the above terms and conditions and accept India Document Solutions Private Limited's offer of employment.

Accepted Joining Date: ___ / ___ / ___

Name : _____

Signature : _____

Date : _____

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
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CIN U74140UP2008PTC049477

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure-A

Name : Mr Vikrant Tanwar
Designation : Trainee – Software Engineer
Joining Date : On or Before September 20, 2022

Compensation Details (All figures in INR)		
Component	Monthly	Annual
Part A		
Basic	7,500	90,000
HRA	3,000	36,000
Allowances (Conveyance, Medical, LTA)	3,917	47,004
Advance Statutory Bonus	583	6,996
GROSS SALARY (Total Part A)	15,000	180,000
Part B		
PF (Employers contribution)	1,370	16,440
ESIC (Employers Contribution)	713	8,550
Medical Insurance	833	10,000
Variable Incentive - Based on Performance	5,833	70,000
Total (Part B)	8,749	104,986
CTC (Part A+Part B)	23,749	284,986
Part C*		
Gratuity**		4,329
Leave Encashment***		10,000
Cumulative CTC (Part A+B+C)		299,315

* Part C shall be paid only at the time of Full & Final Settlement

** Any employee is entitled to a Gratuity payment at the time of Full & Final settlement only if 5 continuous years of service with the company are completed

The salary would be payable per the PF/ESI/Income Tax Regulations. For any explanation, please contact the HR Manager, Noida,

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure - B

New Hire Document Checklist

Please carry photocopies of the following documents on the date of joining for verification. Any concerns on this, please get back to us.

1. **Signed Offer Letter** of India Document Solutions Private Limited
2. **Degree Certificate(s)** – Graduate and Post Graduate
3. **Mark Sheets of all Years** – Graduate and Post Graduate
4. Any other **Certifications/Course(s)** attended
5. **Experience Letters** or **Offer Letters** of all the previous employers – If you are joining with prior experience
6. **Reliving Letter or Resignation Acceptance Letter** of the previous employer– If you are joining with prior experience
7. **Photograph** – One Passport Size Photograph
8. **Passport** – If you have a passport, please submit a copy of it
9. **PAN Card**
10. **ID Proof and Residence Proof** - For Opening a Salary Account with ICICI Bank

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
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CIN U74140UP2008PTC049477



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Welcome to India Document Solutions Private Limited

September 20, 2022

Dear Vikrant,

Welcome to India Document Solutions Private Limited.

India Document Solutions Private Limited is a fast growing company in a very fast growing market and industry. There are many opportunities for individuals that are ambitious and have taken on additional challenges and responsibilities.

We understand that you will perform your best and most professional efforts to your job, and comply with India Document Solutions Private Limited's policies and procedures, and execute and be bound by the terms and conditions of India Document Solutions Private Limited's Confidentiality Agreement after commencement of employment with India Document Solutions Private Limited.

The Office Address is:

India Document Solutions Pvt Ltd
C- 28 & 29, 3rd floor, Tower A, Logix Cyber Park,
Sector- 62, NOIDA,
Uttar Pradesh(201301)

Vikrant, I am looking forward to you becoming a member of the India Document Solutions Private Limited team. I am confident that you will strengthen our organization and help us to achieve our very aggressive goals for the coming year.

Best Regards,
For India Document Solutions Private Limited

Anthony J. Varano
Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416–Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477

A handwritten signature in green ink, appearing to be 'Anthony J. Varano', written over a horizontal line.

DIRECTOR

Dr. Anshu Chaturvedi
Anshu Chaturvedi Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:30

To: "balakrishnacppili0920@gmail.com" <balakrishnacppili0920@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Mohit Yadav <mohit.yadav@hostbooks.com>, Preeti Bhatt

<preeti.bhatt@hostbooks.com>

Dear E Balakrishna,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director
Dronacharya Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Clinical Trials Software and Services

September 13, 2022

Mr. Divyanshu Agarwal
Bulandshahr, UP
7520880123
divyanshuagarwalnow@gmail.com

Dear Deepak,

It is our pleasure to offer you employment with India Document Solutions Private Limited as Trainee – Software Engineer in our Noida office starting on the following terms and conditions. Please note that the employment terms contained in this letter are subject to the Company policy.

1. Appointment

- a. Your date of appointment is effective from the date of joining which shall be on or before **September 19, 2022**
- b. You will be on probation for 3 months from the date of your appointment.
- c. At the end of the probation period, if the Company finds your services satisfactory, your appointment will be confirmed, in writing by the company.
- d. The Company reserves the right to extend your probation period for further period of three months, if required.

2. Compensation:

- a. The details of your salary and benefits are given in Annexure A.
- b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c. Increments are not automatic, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- d. Your compensation information is strictly confidential and we expect that you maintain the confidentiality of the same.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
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Sector 62, Noida – 201301 India
+91-120-4571416–Office
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CIN U74140UP2008PTC049477


Director
Dronacharya Institutions
27, KP-III, Greater Noida-201305

India Document Solutions Private Limited



3. Other Benefits

You will be entitled to the following:

- a. **Company Holidays:** 12 Days
Paid Leaves: 16 Days*
*Prorated per the joining date.
- b. **Working Hours:** 44 hours per week
- c. Participate in the Company Provident Fund Scheme as per the rules and policies.
- d. You will be eligible to participate in the Company Medical Insurance program.

4. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. Work performed in addition to the regular work hours is customary with professional responsibilities.

5. Conflicts of Interest

- a. During the leave period, the employee shall not undertake any other direct/indirect business of work, honorary or remunerative, except with the written permission of the company.
- b. During the Term and for a period of two years following the termination of the Term, employee agrees that he or she will not induce, solicit or aid in the solicitation of, any existing or future employee, agent, independent contractor or consultant of the Company or any of its affiliated businesses, to leave or otherwise terminate his or her employment or engagement with the Company or its affiliated businesses.
- c. In case of any conflict or doubt, please discuss the matter with the General Manager or International Operations Controller, to understand the position of the Company and resolve the conflict.

6. Confidentiality

- a. You are required to comply with the Confidentiality Policy of the Company.
- b. Each employee is responsible for safeguarding the confidential and proprietary information obtained during employment. In the course of work employees may have access to confidential information regarding the Company, suppliers, clients, customers, or even fellow employees. Each employee has the responsibility to prevent revealing or divulging any such information unless it is necessary for the employee to do so in the performance of duties or as authorized by India Document Solutions Pvt. Ltd management. Access to confidential information should be on a need-to-know basis and must be authorized.

India Document Solutions Private Limited
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CIN U74140UP2008PTC049477



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



eClinical
Innovation & Experience

7. Notice Period

- a. India Document Solutions Pvt. Ltd. requests 60 days' written resignation notice from all employees.
- b. In case misconduct is a reason for termination of the employee, Management reserves the right to forfeit the salary depending on the nature of misconduct.

8. Other Policies

- a. As an employee of India Document Solutions Private Limited, you are subject to the policies and procedures detailed in the "India Document Solutions Private Limited Employee Handbook." One of your first responsibilities will be to familiarize yourself with its contents.
- b. Your appointment is subject to your submitting the New Hire documentation mentioned in Annexure B of this Offer Letter.
- c. Your appointment is subject to the Reference check by the Company.
- d. This Offer Letter contains the entire understanding between you and India Document Solutions Private Limited concerning your employment with India Document Solutions Private Limited and you acknowledge that in accepting this employment you have not relied on any oral representation made by any other party, employee or agent of India Document Solutions Private Limited.

If you wish to accept this offer, please sign and date this letter below and return it via email to Chetna Bogra at cbogra@dsg-us.com within 2 days of your receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which this offer will stand withdrawn and canceled, unless notified in writing by you and accepted by the management of India Document Solutions Private Limited.

Yours faithfully,
For India Document Solutions Private Limited

Anthony J. Varano
Director

I understand and agree to the above terms and conditions and accept India Document Solutions Private Limited's offer of employment.

Accepted Joining Date: ____ / ____ / ____

Name : _____

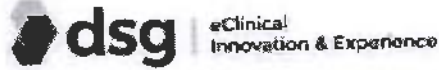
Signature : _____

Date : _____

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
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CIN U74140UP2008PTC049477

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure-A

Name : Mr Divyanshu Agarwal
Designation : Trainee – Software Engineer
Joining Date : On or Before September 19, 2022

Compensation Details (All figures in INR)		
Component	Monthly	Annual
Part A		
Basic	7,500	90,000
HRA	3,000	36,000
Allowances (Conveyance, Medical, LTA)	3,917	47,004
Advance Statutory Bonus	583	6,996
GROSS SALARY (Total Part A)	15,000	180,000
Part B		
PF (Employers contribution)	1,370	16,440
ESIC (Employers Contribution)	713	8,550
Medical Insurance	833	10,000
Variable Incentive - Based on Performance	5,833	70,000
Total (Part B)	8,749	104,986
CTC (Part A+Part B)	23,749	284,986
Part C*		
Gratuity**		4,329
Leave Encashment***		10,000
Cumulative CTC (Part A+B+C)		299,315

* Part C shall be paid only at the time of Full & Final Settlement

** Any employee is entitled to a Gratuity payment at the time of Full & Final settlement only if 5 continuous years of service with the company are completed

The salary would be payable per the PF/ESI/Income Tax Regulations. For any explanation, please contact the HR Manager, Noida,

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+91-120-4253536 – Fax
CIN U74140UP2008PTC049477


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure - B

New Hire Document Checklist

Please carry photocopies of the following documents on the date of joining for verification. Any concerns on this, please get back to us.

1. **Signed Offer Letter** of India Document Solutions Private Limited
2. **Degree Certificate(s)** – Graduate and Post Graduate
3. **Mark Sheets of all Years** – Graduate and Post Graduate
4. Any other **Certifications/Course(s)** attended
5. **Experience Letters** or **Offer Letters** of all the previous employers – If you are joining with prior experience
6. **Reliving Letter** or **Resignation Acceptance Letter** of the previous employer– If you are joining with prior experience
7. **Photograph** – One Passport Size Photograph
8. **Passport** – If you have a passport, please submit a copy of it
9. **PAN Card**
10. **ID Proof and Residence Proof** - For Opening a Salary Account with ICICI Bank

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+91-120-4253536 – Fax

CIN U74140UP2008PTC049477Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

A handwritten signature in green ink, consisting of a large initial 'D' followed by a cursive name, is written over a horizontal line.

Director

India Document Solutions Private Limited



Welcome to India Document Solutions Private Limited

September 13, 2022

Dear Divyanshu,

Welcome to India Document Solutions Private Limited.

India Document Solutions Private Limited is a fast growing company in a very fast growing market and industry. There are many opportunities for individuals that are ambitious and have taken on additional challenges and responsibilities.

We understand that you will perform your best and most professional efforts to your job, and comply with India Document Solutions Private Limited's policies and procedures, and execute and be bound by the terms and conditions of India Document Solutions Private Limited's Confidentiality Agreement after commencement of employment with India Document Solutions Private Limited.

The Office Address is:

India Document Solutions Pvt Ltd
C- 28 & 29, 3rd floor, Tower A, Logix Cyber Park,
Sector- 62, NOIDA,
Uttar Pradesh(201301)

Divyanshu, I am looking forward to you becoming a member of the India Document Solutions Private Limited team. I am confident that you will strengthen our organization and help us to achieve our very aggressive goals for the coming year.

Best Regards,
For India Document Solutions Private Limited

Anthony J. Varano
Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
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CIN U74140UP2008PTC049477



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Confirmation for joining

1 message

2 December 2022 at 21:50

hr <hr@hostbooks.com>

To: "thakurdivyanshu321@gmail.com" <thakurdivyanshu321@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Divyanshu Singh

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

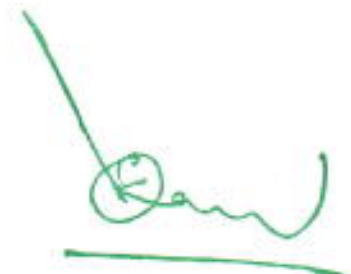
Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram Haryana-122016



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Smart Roof

SMART ROOF SOLAR SOLUTIONS PVT. LTD.

www.gosmartroof.com

Date: 16-09-2022

HARSHIT MAHESHWARI

email:harshitmaheshwari0001@gmail.com
Contact number: +91-7428335546:

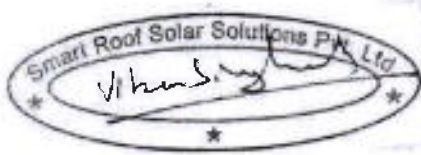
Dronacharya Group of Institutions,
Greater Noida

Job Offer – Assistant Manager - Business Development (Trainee)

We are pleased to offer you the position of **Assistant Manager – Business Development (Trainee)** with **Smart Roof Solar Solutions Pvt Ltd., Gurugram, Haryana.**

You are required to report to us for joining on **19-09-2022(Monday) at 9:00 am** at our office. You will be paid Rs 10,000/- month till June 2023 as trainee. You will be considered for permanent absorption after completion of your training successfully.

We welcome you in our company and look forward to your joining with us on 19-09-2022(Monday).



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Haryana Office:

Office :- B-36 & 37, IDG,
Mehrauli - Gurgaon Road,
Gurugram-122001, Haryana

Kolkata Office:

Off.: Arch Water Front, 13th Floor, Ring Rd, GP Block, Sector V,
Saltlake City, Kolkata, West Bengal 700091

Uttar Pradesh Office:

Office: C-32, JP Garden Estate,
Moham Nagar
Ghaziabad (U.P.)

Regd. Office: E-011, Raheja Atlantis, Sector - 31 Gurugram-122001 (Haryana) Tel. No. 0124 4364141

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Divyanshu Kumar
Bhagalpur, Bihar

Dear Mr. Divyanshu,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

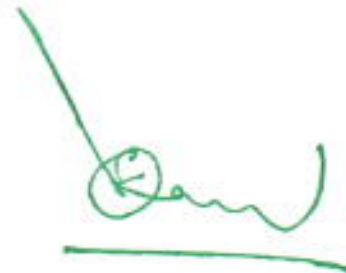
1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head – Corporate Human Resources



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

17 September, 2022

OFFER OF APPOINTMENT

To

Mr. Ashish Kumar Gupta
Ramgarh, Jharkhand

Dear Mr. Ashish,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

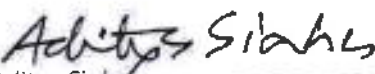
You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head – Corporate Human Resources



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

29 September, 2022

OFFER OF APPOINTMENT

To

Ms. Ankita
Kannauj, Uttar Pradesh

Dear Ms. Ankita

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development** at **Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

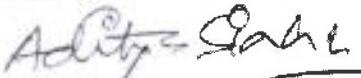
You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited


Aditya Sinha
Head - Corporate Human Resources


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

17 September, 2022

OFFER OF APPOINTMENT

To

Ms. Vanshika Tanwar
Darya Ganj, New Delhi

Dear Ms. Vanshika,

With reference to your application and subsequent discussions we had with you, we are pleased to offer you two years training as the position of **Graduate Engineer Trainee, Research & Development at Sector 8, Manesar, Haryana** the terms and conditions mutually discussed and agreed.

You are requested to join the duties on or before **03 October, 2022**. Please bring the following documents with you at the time of joining:-

1. Originals with a photocopy of each of your educational certificates
2. Proof of age & address (Copy of Adhar card & Pan Card is mandatory to submit)
3. Five recent passport size photographs

The formal letter of appointment will be given to you after your joining in our organization.

Kindly sign and return the duplicate copy of this letter in confirmation of your acceptance.

For Napino Auto & Electronics Limited



Aditya Sinha
Head - Corporate Human Resources



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Re: Confirmation for joining

1 message

4 December 2022 at 15:52

Jay Bardhan Tiwari <jayvardhanrock333@gmail.com>

To: hr <hr@hostbooks.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

I accept the offer.

On Sat 3 Dec, 2022, 7:09 PM hr, <hr@hostbooks.com> wrote:

Dear Jai Bardhan Tiwari,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.

**Gayatri Ujjwal Kumar Singh**

Sr.Manager-HR

**Director****Dronacharya Group of Institutions**
27, KP-III, Greater Noida-201305



Private & Confidential

Ref : Internship + Full Time Employment Offer Letter

Dated : 14th September, 2022

Dear Girisha Bawa,

With reference to our discussions we had with you, we are pleased to offer you the position of **Intern + Software Quality Analyst** with JTG E-Business Software Private Limited. Once you've successfully completed your internship, your internship will turn into full time employment. This offer letter is valid for both internship & full time employment.

You are entitled to a stipend of **INR 15,000** per month during the internship period, and an annual compensation and benefits package (CTC) of **INR 7,43,500** post **successful completion of internship**. The details of the package are provided in Annexure A.

If you do not join JTG E-Business Software Pvt Ltd post successful completion of your internship, or leave before 6 Months after starting your full time employment, you will be entitled to pay an amount of INR 1,00,000 to JTG E-Business Software Pvt Ltd. The details of the same have been mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment/internship presented in Annexure B. You will also be governed by the other rules & regulations in vogue and those may be amended from time to time.

At the time of joining please, submit the following documents:

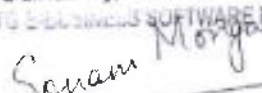
1. Photocopy of your certifications and mark sheets in support of your educational qualifications (10th Onwards).
2. Two-Passport Size Color Photographs.
3. Identity Proof (Pan Card / Passport / Aadhar Card / Voter I-Card)

Joining Details:

1. Internship Joining Date: 26th September, 2022
2. Internship Duration: 9 months
3. Leaves Allotted: 15
4. Tentative Full Time Joining Date: 26th June, 2023

We look forward to your joining. Please contact us at sonam.monga@joshtechnologygroup.com for any information you may need.

Yours sincerely,


Sonam Monga
Authorized Signatory
Manager-Human Resources
JTG E-Business Software Pvt Ltd



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Offer letter for Girisha Bawa

ANNEXURE A

SALARY STRUCTURE	
NAME	Girisha Bawa
Annual Fixed Salary	INR 4,50,000
Performance Bonus*	INR 36,000
Joining Bonus**	INR 63,000
Second Year Bonus***	INR 94,500
ESOPs****	INR 1,00,000
Annual CTC	INR 7,43,500

Please refer to the below table for the Fixed Salary Breakup:

Component	Monthly	Yearly
Basic	16,875	2,02,500
HRA	8,438	1,01,250
Statutory Bonus	1,406	16,868
Medical Allowance	1,250	15,000
Conveyance Allowance	1,600	19,200
Leave Travel Allowance	1,406	16,868
Special Allowance	4,726	56,714
Monthly Gross	35,700	4,28,400
Employer PF	1,800	21,600
CTC	37,500	4,50,000
Deductions:		
Employee PF	1,800	21,600
LWF	25	300
Net Pay		
In Hand(Before Tax)	33,875	4,06,500

(Signature)
Director for Girisha Bawa

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



JOSH
TECHNOLOGY
GROUP

* **Performance Bonus:** The Performance Bonus will be paid in the first appraisal cycle after completion of 1 year of employment with JTG E-Business Software Private Limited, and the amount will vary depending on the performance ratings (50%-Exceeds, 50%-Outstanding).

** **Joining Bonus:** This bonus is only applicable for students who successfully complete their internship with us. This bonus will be paid to you in 12 equal monthly installments in your first year of full time employment. This bonus will have to be returned if you leave the company before completion of 1 year from your full time joining.

*** **Second Year Bonus:** This bonus will be paid to you in 12 equal monthly installments in your second year of full time employment considered from your date of joining, provided your performance is Meets/Exceeds/Outstanding. The credited bonus amount will have to be returned if you leave the company before completion of the second year from your full time joining.

**** **ESOPs:** ESOPs value will be vested over 4 years as per the below timeline:-

- Year 1- 5%
- Year 2- 15%
- Year 3- 40%
- Year 4- 40%

Bond: INR 1,00,000: It is applicable for students who pursue internship with JTG E-Business Software Pvt Ltd & have a job offer but do not wish to join us or leave before 6 months after starting their full time employment. The bond condition is also applicable in case he/she doesn't complete the entire internship duration and choose to leave in between. A signed cheque of INR 1,00,000 in the name of JTG E-Business Software Pvt Ltd has to be deposited as a security. This shall be returned to you post completion of 6 months of full-time employment.

Medical Insurance / Accidental Policy will be offered in addition to your annual CTC, as per the details of the policy furnished at the time of floating it. You will be eligible for medical insurance from the first day of your full-time employment.

Provident Fund will be part of your CTC as per the prevalent government norms.

Gratuity: This will be in addition to the above mentioned package. The same will be paid as per the prevalent government norms.

IMPORTANT: -

1. Your compensation details and salary structure are strictly confidential. Any discussion on such confidential issues with other employees is a violation of the organizational values.
2. All Reimbursements are subject to actual expenditure and submission of bills for the same. Claiming of any reimbursements on forged/manipulated bills will be treated as a serious offence.


Offer Letter for *Chirisha Basa*
Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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ANNEXURE B

Terms and Conditions of Internship/Employment

You shall be governed by the following terms and conditions of service during your employment/internship with JTG E-Business Software Private Limited (hereafter referred to as the "Company"), and those may be amended from time to time.

Statement of facts:

1. The Company has made the offer of internship & employment on the basis of the bonafide statements and facts provided by you in your application form for internship/employment. At the time of internship/employment or during internship/employment, if the Company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.

Duties:

1. During working hours, you shall use your best energies and abilities to serve the Company faithfully. You shall comply with the rules, regulations, and procedures as notified by the Company, in letter and spirit.
2. During working hours, you shall entirely devote your time, attention, and abilities to the business of the Company.
3. You shall not, without the Company's prior written consent, be in any way directly or indirectly engaged or concerned with any other business or employment during or outside your hours of work in the Company. You shall however, undertake honorary work of social or charitable nature, literary, artistic, or scientific character only with the express written permission from the competent authority.
4. During your internship/employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company. Also, you shall not divulge any confidential information of or violate any agreement with your prior employers or their clients.

Place of work:

1. You will be employed at the Company's office in Gurgaon. You might also be required to be at the Company's Customer Location. The Company also reserves the right to transfer you on a temporary or permanent basis to any other location within the Company when necessary.
2. Company espouses the flexi-time culture and you can, with the prior express permission of the Reporting Manager or the competent authority, flex your working hours, provided you are able to meet the project deliverables / commitments.

Offer letter for Girisha Bawa

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



JOSH
TECHNOLOGY
GROUP

3. Company observes 3 National Holidays – Republic Day, Independence Day & Gandhi Jayanthi every year. The festival holidays may vary every year and the list will be made available at the start of the year.

Conduct:

1. You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
2. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality:

1. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the Company and Company's Customers. This information includes and is not limited to trade secrets, technical processes, finances, dealings with information relating to suppliers, employees, agents, distributors, and customers.
2. You shall not, during your internship/employment and thereafter, directly, or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
3. You shall not take copies of confidential documents or information for your own purposes, and documents, records, and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
4. You shall not during your internship/employment and at all times thereafter do or say anything that may injure, or directly or indirectly damage the business of the Company.
5. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to.
6. You shall sign the Proprietary Rights and Non-Disclosure Agreement at the time of joining the Company.

Separation from the Company:

1. Termination of internship/employment by either party (Employee or the Company) shall be 2 months' notice in writing. Such notice may not be offset by unused leave.
2. If your actions at any time constitute a serious breach of the Company's standards of behavior, Company may end this contract and terminate your internship/employment immediately.
3. In the event of separation from the Company, you shall not work directly or indirectly with any of the Company's Customers without the written consent of the Company for a period of three years.
4. You shall not compete in any way directly or indirectly with the Company or Company's Customer for a period of three years post separation.


Offer Director Girisha Bawa

Dronacharya Group of Institutions
27, K.P. III, Greater Noida-201306



JOSH
TECHNOLOGY
GROUP

5. In the event of separation from the Company, you shall maintain utmost confidentiality of all the information related to the Company & Company's Customers, including that of the products developed or being developed by the Company.
6. During your probation period of 3 months, the termination of internship/employment by the company would be 15 days and by the Employee would be of 1 month in writing. Such notice may not be offset by unused leaves.

Yours sincerely,

JTG E-Business SOFTWARE PVT. LTD

Sonam Menga
Sonam Menga Authorised Signatory
Manager-Human Resources
JTG E-Business Software Pvt Ltd

DECLARATION

I, _____ agree with all the above terms and conditions of internship + full time employment with **JTG E-Business Software Private Limited**. I shall commence my internship with effect from _____.

Signature:

Date:

Offer letter for _____
Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

3 December 2022 at 18:22

hr <hr@hostbooks.com>

To: Harshit Chaubey <harshitchaubey123@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Harshit Chaubey,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Sopra Banking Software

Sopra Banking Software Solutions India Private Limited
1st Floor (Part), 2nd & 3rd Floor, A-67, Sector 64
Noida 201301 - U.P, India
T: +91 120 4656100
www.soprabanking.com

Subject: Letter of Intent

Dear Sparsh Jain,

Congratulations!

With reference to your discussion with us, we are pleased to inform you that you have been selected for an employment with **Sopra Banking Software Solutions India Private Limited**.

This is an indicative offer, and we expect to release the formal appointment letter upon your joining our organization subject to your acceptance of the terms of appointment and completion of prescribed formalities at the time of joining.

The brief terms of employment are mentioned below. The detailed terms and conditions document will form part of your Appointment letter.

1. Your job title will be **Engineer Trainee**.
2. Your compensation would be **INR 850000** per annum. Break-up of the Annual Salary will be shared with you separately.
3. Your contractual base will be Noida and your initial place of work will also be Noida. However, the Company reserves the right to change your place of work to any location, within its Group companies, in India or Europe depending upon business requirements.
4. This Letter of Intent is valid subject to your degree qualification, course completion with minimum of 70% aggregate marks.
5. On joining, you will be required to execute a Service Agreement of INR 200,000, along with a surety, to serve the Company for a minimum period of 24 months [exclusive of notice period, if any].

The Company reserves the right to change/modify/cancel the terms and conditions of employment, as it deems fit, including changes that may be required to comply with tax, employment, and other legislation, or as a consequence of changes to administration procedures.

The company further reserves the right to conduct a third-party background verification 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 for termination.

The validity of this offer is subject to your joining us on **Q3 - 2023**.

Please sign the duplicate copy of this Letter of Intent and return it to us as way of acknowledgement and acceptance of its terms. We look forward to your joining our organization at the earliest.

Regards,

For **Sopra Banking Software Solutions India Private Limited**.

Director - HR

Accepted and Confirmed

Name :	Father's Name
Signature :	Date
Contact Details :		

Director

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

Confirmation for joining

1 message

3 December 2022 at 18:02

hr <hr@hostbooks.com>

To: "lavrajput048@gmail.com" <lavrajput048@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav

<mohit.yadav@hostbooks.com>

Dear Lav Rajput,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:24

To: "kundankumarkr8294@gmail.com" <kundankumarkr8294@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Kundan Kumar Singh,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.




www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Document #: uc/2022/emp_03/11

Document date: 01/11/2022

OFFER LETTER

Dear Khyati Sharma D/O Mr. Manish Sharma
Address - 248, Bank Enclave, Laxmi Nagar, East Delhi, Delhi - 110092.

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 7th November 2022 at Noida Office as a Trainee - Subject Matter Expert.

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

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201305



- 1387 Independence Drive, Livermore, San Francisco, Bay Area, CA, 94551, USA ☎ +1-415-763-6300
- 11, Chaitham Lines, Allahabad, India ☎ 0532-2440503
- G-50 Sector 63, Noida, India ☎ 0120-4540091

TERMS OF EMPLOYMENT

This statement of Terms of Employment forms part of the Contract of Employment ("Contract") between Khyati Sharma 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 a 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 400,600/- 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.


Director

Read & Accepted
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Khyati

Khyati Sharma

2/5

5. SERVICE BOND:

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 the employer.

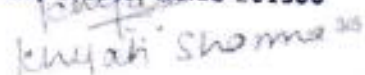
1. The Company has selected the candidate to work as a full-time employee. The employee is expected to effectively carry out the official responsibilities assigned to him/her.
2. The employee, on joining the Company, will be required to execute a bond along with a surety of INR 25,000/- in addition to a high school mark sheet or Bank Guarantee from the HDFC Noida/Allahabad 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. 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 training period and confirmation in writing, your employment can be terminated by yourself, assigning valid reason, by giving 45 working days notice (excluding leaves, holidays, or absence for any reason) to the company and after submitting the breaching amount as per the signed service bond. Notwithstanding the foregoing, the Company has the right to terminate your services by serving upon you 45 working days 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.


Read & Accepted

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306


Khyati Sharma 30

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. [17,000.00] 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 annual review meeting with informal reviews at appropriate intervals.

Note: Salary appraisal is done only once a 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.



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Read & Accepted

1.11.22

Khyati

Khyati Sharma

45

1:55 AM

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"> 1. Amazing Learning Opportunities 2. Use of any uCertify courses 3. 14 Compensatory Holidays per year 4. 5 day work week 5. Flexible Working Hours 6. Interest-Free Laptop Loan 7. Promotion from within 8. Employee Referral Program 9. Employee Engagement Program 	<ol style="list-style-type: none"> 10. Fun At Work- Parties, Celebrations 11. Open Door policy 12. Professional Work Environment 13. Supportive Management 14. Medical Insurance 15. Employees Provident Fund 16. Maternity Leaves - 12 Weeks 17. Paternity Leaves - 1 Week
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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 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.

<p>Agreed and Accepted: <i>Yes</i></p> <p>Date: <i>1.11.22</i></p>	<p>Signature: <i>[Handwritten Signature]</i></p> <p>Printed Name: <i>Khyati Sharma</i></p>
--	--

Director
Bronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

3 December 2022 at 17:55

hr <hr@hostbooks.com>

To: "kanikachawla50@gmail.com" <kanikachawla50@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Kanika,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

To:

Chirag Gupta

Re: Offer Letter

Dear Chirag,

Congratulations!

With reference to your application and the subsequent interview you had with us, we are pleased to offer you a **Software Trainee** position with Keyideas. Your full-time employment starting date will be on or before **9-Jan-2023**.

The appointment is made on the basis of and relying upon the particulars and personal data submitted by you to the company and will be deemed to be void in the event of any such particulars or data being false or incorrect. You shall inform the company of any changes in such particulars or data within three days of such change.

Your employment will be governed by the rules, regulations and policies of the Company as stated in all Annexures herewith. Thank you for choosing Keyideas and wish you an exciting career with us!

Welcome Aboard!

For Keyideas Infotech (P) Limited

Authorized Signatory

Enclosures: Annexure – A (Salary Breakup) Annexure – B (Terms and Conditions of Employment), Annexure – C (Documents at the time of Joining), Annexure – D (Holidays List)

I accept your offer of appointment on the terms indicated here and, in the annexures, attached herewith.

X Candidate Accept & Sign here



Annexure A – Salary Breakup

Component	Monthly	Annual
Internship stipend	15,000	
CTC during Placement		6 lakh per annum

**Assessed on performance*

- Performance is assessed on your feedback and evaluation from your reporting manager.
- Details of your compensation plan are confidential, please raise any queries only with the HR.
- Please note that, this communication regarding your salary is just for your information and changes, if any, mentioned in the letter that has already been or, would be handed over to you, will supersede the same.
- The above CTC and performance related incentive shall be subject to the statutory tax deductions, as maybe be applicable.
- Please note that the compensation structure and bonus scheme are as per company policy, which is subject to change at the discretion of Keyideas. Tax implications are subject to change with changes in tax laws.

X Candidate Accept & Sign here

Particulars	Details
Training Duration	Till Original degree is received
Working Hours	9:30 am to 6:30 pm



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Annexure B – Terms and Conditions

We are detailing below some of the significant terms of employment and employment policies that will apply to you at Keyideas Infotech Private Limited ("Keyideas"). Please ensure that you read and fully understand all the policies.

Where designated by an (*), such terms of employment and employment policies shall not apply during any applicable training period.

Keyideas, in the interest of employees, reserves the right to bring about any change in the terms of employment. However, the same shall be communicated to you from time to time through office circulars/ notices, etc. for your understanding and confirmation.

1. Employment

- The company will expect you to work with high standard of initiative, efficiency and economy. You shall not engage yourself either directly or indirectly in pursuing any other business activity, vocation, profession, occupation and shall devote your entire time and skills towards diligent performance of the duties assigned to you by our company. In case of academic/professional courses you would require written permission from the organization provided it does not hamper your performance and your professional duties.
- Should you want to terminate the relationship professionally, you will be required to give a proper three-month notice period and work through the transition period. This period can be shorter upon mutual agreement between company management and you.
- Should you leave the services or abscond from the service without giving a proper notice period and working through the transition period for any reason whatsoever, you shall be liable to indemnify the company against the loss and damages it incurred due to your abandonment of the work and against the expenses involved in your induction, orientation and training.
- Notwithstanding anything contained herein, in case of absconding and/or leaving the services without proper notice, the company shall in its sole discretion will be authorized to recover a sum of Rs 1,00,000 (Rupees 1 lakh only) from you.
- Should the company want to terminate the relationship for any reason not to include lack of performance or violation of company policies, the company shall provide you a notice period. For reasons to include lack of performance or violation of company policy, the company reserves the right to immediately terminate your employment.

Keyideas Infotech (P) Limited
3rd Floor Platina Tower, MG Road, Sector 28 Gurugram 122002
Phone: +91 99994 03715 | info@keyideasinfotech.com | www.keyideasinfotech.com

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- Where you notified Keyideas of your voluntary termination, the notice period is non-negotiable and will not be adjusted against payment of salary in lieu thereof or accrued vacation.
- Where you notified Keyideas of your voluntary termination, Keyideas reserves the right to accept your resignation with immediate effect, or at any time during the notice period. You shall not be entitled to any salary or any benefits after the effective date from which such resignation is accepted by Keyideas.
- Any leaves after your resignation will either lead to immediate termination (which would be based on leaves, work, and discipline) or extend your notice period. If the leaves are without approval, then it will be considered as 2-day leaves. The implementation of the same rests on the management. This may also affect your background verification.
- Your full and final salary settlement will be processed after 45 days of your last working day. The relieving / experience document is only issued as a hard copy so it will be provided when the office is physically operational.
- In case of breach of these Terms of Employment or misconduct (which includes amongst other things failure to return to work after vacation, disciplinary action, lack of performance, absconding from work, taking actions injurious to Keyideas' business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Keyideas may terminate your employment without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.
- Confirmation of the Employment will be communicated and effective from either the 1st or the 15th of the calendar month depending your date of joining.
- No other documents, of any kind whatsoever will be provided or given beyond this virtual offer letter. All requests for documents related for any purpose or emergency will be denied for the said period of 24 months.

2. Performance Bonus

- If mentioned in your salary break-up, you are entitled for a performance bonus which is a part of your CTC after successfully completing your said duration in the organization. However, if there is any reason which results in separation of your employment with Keyideas, this bonus is not payable.

3. Vacation and Leaves

3.1. Sick / Paid Leave *

- You are entitled to 12 days of leave for each calendar year. The entitlement accrues at 1.00 day per month after the completion of training period. You are urged to use your leaves in the year it has accrued.

Keyideas Infotech (P) Limited

3rd Floor Platina Tower, MG Road, Sector 28-Gurgaon 122002, Haryana, India

Phone: +91 99994 03715 | info@keyideasinfotech.com | www.keyideasinfotech.com


Director

Dr. Anand Kumar, Director of Institutions

27, KP-II, Sector 14, Gurgaon - 201306

- However, if you are unable to use all of your accrued vacation during a calendar year, you may elect to roll forward any accrued but unused time into the next calendar year, subject to the maximum accrual level of 6 days.

3.2. Holidays & Saturdays

- The HR will communicate Statutory and Festival holidays to you at the start of the calendar year or at the time of joining Keyideas.
- As of now, Second and Fourth Saturdays are off. However, depending upon the urgency of work, it may be rescheduled or cancelled by prior information.

4. Place of Work

- You may, during our employment with the Company, be considered for employment or assignment at any other workplace/branch/division of the Company within India or in any other country where the affiliates or clients of the Company do business. Decisions for such transfers, which may be for short duration or of a long-term or permanent nature, will depend on your suitability for the intended task and other relevant factors. In the event that the Company requests such a transfer, you will be required to report for duty at the new place of work from the effective date communicated to you in this regard.

5. Background Checks

- Keyideas may conduct background and reference checks regarding you prior to, or within a reasonable time following, the commencement of your employment. If Keyideas becomes aware, in good faith, of any reasonable concerns as a result of such background or reference checks, Keyideas shall have the right to revoke the employment offered to you, without any liability to Keyideas and without any requirement of prior notice or pay in lieu of notice.
- If required, Keyideas may also conduct client specific background checks regarding you after the commencement of your employment, in the event that a Keyideas client requires background checks to be conducted as an eligibility condition for working on projects for such client and if you are staffed/ to be staffed to any such project. In the event any client prescribed background checks are to be conducted, you will be required to cooperate fully in the exercise and disclose the relevant information required from you for successfully completing such background check. Based on the results of such background check, Keyideas reserves the right to withdraw your staffing on such project, or to take disciplinary action against you as appropriate.
- It is imperative for you to go through and fully comprehend Keyideas' Code of Ethics and this shall require you to read the Code of Ethics and signifying your acceptance in writing or electronically or both.

Keyideas Infotech (P) Limited

3rd Floor Platina Tower, MG Road, Sector 28 Gurugram, Haryana
Phone: +91 99994 03715 | info@keyideasinfotech.com | www.keyideasinfotech.com | NoIDA-201306


Director

Bronzoya Group of Institutions

27, K.P. Hooda Street

- Your employment with Keyideas is conditional upon you not being employed simultaneously, whether full time or part time or as a Contractor, with any other organization, person or entity or being a partner in a partnership firm or a Director on the Board of any Company, or having any other affiliation that will detract from your full time employment with Keyideas.

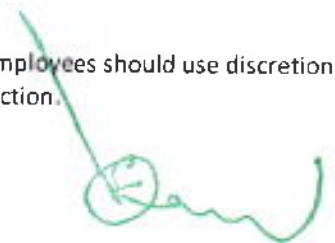
6. Working Hours

The management in its customary function reserves the rights to amend the working hours and days purely in line with the growing business requirements.

- There is a half an hour lunch break between 1:30 pm to 02:00 pm. However, the nature of work may require some variation and extensions of these timings.
- One-day leave would be marked for every 3 late days in a month.
- We count each un-approved or uninformed leave as two leaves so be careful. No arguments will be entertained regarding such leaves.
- Regular attendance is essential to the Company's efficient operation and is a necessary condition of employment. When employees are absent, schedules and customer commitments fall behind, and other employees must assume added workloads.
- Employees are expected to report to work as scheduled and on time. If it is impossible to report for work as scheduled, employees must call their manager before their starting time. If your manager is unavailable, a SMS/Voice message should be left. If the absence is to continue beyond the first day, the employee must notify their manager on a daily basis unless otherwise arranged. Calling in is the responsibility of every employee who is absent. Absence for three consecutive workdays without notifying the manager is considered a voluntary termination.

7. Dress Code Policy

- While the Company respects each Employee's individuality, an Employee has the responsibility to maintain certain standards of appearance that reflect the company's commitment to quality and professionalism.
- The Company maintains a business casual working environment. All employees should use discretion in wearing attire that is appropriate for the office and customer interaction.



Director

8. Salary Credit

- We pay month's salary within 10th day of the following month. If your date of joining is outside the first week of the month then the salary is processed and paid in the next month's schedule.
- We count weekly off or Holidays as Leave if it falls within or on the last day of your leave, irrespective of you mentioning it in your leave application or not.
- In case of leaves between 1st and 10th of the month, the company shall in its sole discretion will be authorized to hold the salary for additional 10 working days.

9. Confidentiality and Non-Disclosure Agreement

Since our business is very sensitive and image dependent, you are requested to maintain confidentiality at all times and in all forums. The relationship built during your tenure with company will remain as company property.

For purpose of clarity, please note the following:

- Under any circumstances, both during and after the course of your employment with our company, you shall not share with and/or disclose to any person all such confidential information as you may gain access to by virtue of your being in the employment of our company - including but not limited to its intellectual property, details of technical know-how, security arrangements, administrative or organizational matters, trade secrets, business strategies, addresses, rates, correspondence and the likes relating to our company or our company's existing and/or prospective future customers, clients, associates, partners or their customers, clients, associates, partners - unless and until your failure to disclose such information would amount to a violation of any court order or law for the time being in force including any government directive.
- Details of salary and perks is confidential to you and should not be discussed with team members.
- You are not permitted to remove or cause to be removed or copy (by mechanical, photographic or other means) documents including but not limited to software code, software application, client records, client list, economic and financial analysis, financial data, customer contracts and any other document lying in our company's office(s) at any time for any purpose other than ordinary course of business of our company, that too, without obtaining written approval from the authorized official(s) of our company.

Keyideas Infotech (P) Limited

3rd Floor Platina Tower, MG Road, Sector 28 Gurugram 122002

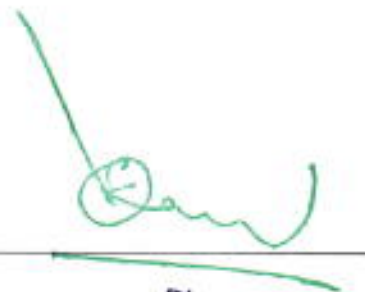
Phone: +91 99994 03715 | info@keyideasinfotech.com | www.keyideasinfotech.com


Director
Oronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Annexure C – Documents Required at the Time of Interview* / Joining

1. Relieving letter from all past employers *
2. Resignation Acceptance Letter from your previous employer *
3. Last three month's pay slip *
4. Last 12 month's bank statement showing previous employer's salary.
5. Appointment letter of all past employers *
6. Class X mark sheet and passing certificate
7. Class XII / Diploma mark sheets and passing certificate
8. Degree certificate of your professional qualification
9. Mark sheets of your professional qualification
10. Provide any two ID proofs - Passport (First and Last page only) /Driving License /Aadhar Card /Voter Card
11. PAN Card
12. Passport Size Photographs (2 NOS) (Name and Blood Group mentioned behind each photograph)
13. Cross bank cheque where you want to disburse your salary(mandatory)

Note: Please also carry the originals for verifications. * Not applicable for freshers



Annexure D – List of Holidays in 2022

Wednesday, 26 January 2022	Republic Day
Saturday, 19 March 2022	Holi*
Friday, 15 April 2022	Good Friday
Thursday, 11 August 2022	Rakshabandhan
Monday, 15 August 2022	Independence Day
Wednesday, 5 October 2022	Dussehra
Monday, 24 October 2022	Diwali*
Tuesday, 25 October 2022	Diwali Next Day*
Wednesday, 26 October 2022	Diwali Bhai Dooj*
Saturday, 31 December 2022	New Year's Eve

(*) The final date may vary.

16:27

2.00 200 ... 49 27



Shivali Rawat 5 days ago

to me, Daman, Abhinav, ...



Show pictures

Dear Janhvi,

Thank you for the discussions you had
with **GlobalBees Brands Private Limited**.

We are pleased to offer you
an internship from the period of **August 22,
2022, to Nov 21, 2022**. You shall be paid a
stipend of **INR 20,000** per month during
the internship period and a letter regarding
your project experience shall be shared at
the end of the internship period.

Please note you may be required to sign an
NDA/undertaking as per the sensitivity of
the project allocated to you.

Warm Regards
Shivali

Shivali Rawat

Logo

GlobalBees Brands Private Limited
e: Shivali.Rawat@globalbees.com
p: 8800702756

Director
Brahmacharya Group of Institutions
22, KV-111, Greater Noida-201306

www.GlobalBees.com

LinkedIn icon

AIDASH

August 30th, 2022

Dear Sparsh Goyal,

I am pleased to confirm your internship as a **SDET - Intern** at AiDash. As discussed during the interview process, this would be a paid internship with the stipend being **Rs.40,000/- per month**. The internship start date is **September 19th, 2022** and it will conclude on **June 30th, 2023**.

You will be reporting to **Sanjay Kaushik**, Senior Software QA Manager at AiDash.

Your responsibilities would include Designing, Organizing, and managing Test Automation resources at AiDash.

During your temporary employment with AiDash Inc, you may have access to confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from disclosing it to anyone outside of AiDash Inc. You also understand that participating in the internship program is not an offer of employment.

Welcome to the team! We look forward to working with you.

Sincerely,



Rahul Saxena

Co-Founder & CTO

M +91 984 546 5018

www.aidash.com | rahul@aidash.com

Accepted/Acknowledged by:



Sparsh Goyal

Date: 01/09/2022



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



August 30th, 2022

Dear Ritika Joshi,

I am pleased to confirm your internship as a **SDET - Intern** at AiDash. As discussed during the interview process, this would be a paid internship with the stipend being **Rs.40,000/- per month**. The internship start date is **September 19th, 2022** and it will conclude on **June 30th, 2023**.

You will be reporting to **Sanjay Kaushik**, Senior Software QA Manager at AiDash.

Your responsibilities would include Designing, Organizing, and managing Test Automation resources at AiDash.

During your temporary employment with AiDash Inc, you may have access to confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from disclosing it to anyone outside of AiDash Inc. You also understand that participating in the internship program is not an offer of employment.

Welcome to the team! We look forward to working with you.

Sincerely,

Rahul Saxena

Rahul Saxena, Aug 30, 2022, 10:11:47 AM

Rahul Saxena

Co-Founder & CTO

M +91 984 546 5018

www.aidash.com | rahul@aidash.com

Accepted/Acknowledged by:

Ritika Joshi

Date: August 30, 2022

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306









Internship Offer Letter - Ritika Joshi

Final Audit Report

2022-08-30

Created:	2022-08-30
By:	Akhya Mishra (akhya@aidash.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAIUx8vmMtyWf_XIkQwJltgpUzT_vujQ-

"Internship Offer Letter - Ritika Joshi" History

-  Document created by Akhya Mishra (akhya@aidash.com)
2022-08-30 - 6:31:22 AM GMT - IP address: 14.97.218.90
-  Document emailed to Rahul Saxena (rahul@aidash.com) for signature
2022-08-30 - 6:32:41 AM GMT
-  Email viewed by Rahul Saxena (rahul@aidash.com)
2022-08-30 - 10:27:35 AM GMT - IP address: 172.225.220.148
-  Document e-signed by Rahul Saxena (rahul@aidash.com)
Signature Date: 2022-08-30 - 12:53:53 PM GMT - Time Source: server- IP address: 171.76.66.7
-  Document emailed to Ritika Joshi (ritikajoshi14087@gmail.com) for signature
2022-08-30 - 12:53:56 PM GMT
-  Email viewed by Ritika Joshi (ritikajoshi14087@gmail.com)
2022-08-30 - 1:03:27 PM GMT - IP address: 74.125.209.46
-  Document e-signed by Ritika Joshi (ritikajoshi14087@gmail.com)
Signature Date: 2022-08-30 - 2:03:17 PM GMT - Time Source: server- IP address: 106.215.82.165
-  Agreement completed.
2022-08-30 - 2:03:17 PM GMT



Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306

AIDASH

August 30th, 2022

Dear Yash Bhargav,

I am pleased to confirm your internship as a **SDET - Intern** at AiDash. As discussed during the interview process, this would be a paid internship with the stipend being **Rs.40,000/- per month**. The internship start date is **September 19th, 2022** and it will conclude on **June 30th, 2023**.

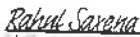
You will be reporting to **Sanjay Kaushik**, Senior Software QA Manager at AiDash.

Your responsibilities would include Designing, Organizing, and managing Test Automation resources at AiDash.

During your temporary employment with AiDash Inc, you may have access to confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from disclosing it to anyone outside of AiDash Inc. You also understand that participating in the internship program is not an offer of employment.

Welcome to the team! We look forward to working with you.

Sincerely,



Rahul Saxena

Co-Founder & CTO

M +91 984 546 5018

www.aidash.com | rahul@aidash.com

Accepted/Acknowledged by:



Yash Bhargav

Date: Aug 30th, 2022



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox 1,689

Starred

Snoozed

Sent

Drafts 55

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch

C Careers @ Vinove <careers@vinove.com> (sent by mahesh@vinove.com)
to himanshumalwal, Astwani, Patak, me

Hi Himanshu Malwal,

Many Congratulations for getting selected in Vinove Software & Services Pvt. Ltd

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining :

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)

Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Letter of Intent

September 12, 2022
Nishant Sharma
Dronacharya Group of Institutions, Greater Noida

Dear Nishant Sharma,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs. 15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Letter of Intent

September 12, 2022
Vaibhav Negi
Dronacharya Group of Institutions, Greater Noida

Dear Vaibhav Negi,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. Tel : +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

[Signature]
Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Letter of Intent

September 12, 2022
SHIVAM CHAUHAN
Dronacharya Group of Institutions, Greater Noida

Dear SHIVAM CHAUHAN,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Shikha lavaniya

1 message

HR Department <hrd@mobiloitte.com>

23 November 2022 at 11:57

To: shikhalavaniya947@gmail.com

Cc: richa.jaiswalgnindia.dronacharya@gmail.com

Dear Shikha lavaniya,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApDChdkxbwz9gTRpKZ6SgIAC35kJKHukUejfOPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmpAQb9u85snQw4C2EKJTX8c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Director

Thanks & Regards,
Team-HRD


Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Kunal

1 message

HR Department <hrd@mobiloitte.com>
 To: imkunal0306@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 12:05

Dear Kunal,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM, On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApDQhdkxbwz9gTRpKZ6SglAC35kJMKHukUejfOPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf7CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
 Team-HRD

Director
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Director

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27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Ayush Srivastava

1 message

HR Department <hrd@mobiloitte.com>

23 November 2022 at 11:59

To: iamayush24@gmail.com

Cc: richa.jaiswalgnindia.dronacharya@gmail.com

Dear Ayush Srivastava,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

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- Permanent and current address proof

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2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeYApDOhdKxbwz9gTRpKZ6SgIAC35kJKHukUejfQPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
Team-HRD

Director
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Director
Dronacharya Group of Institutions
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Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Shubham Kumar

1 message

HR Department <hrd@mobiloitte.com>
 To: shubham.14718@gnindia.dronacharya.info
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 11:57

Dear Shubham Kumar,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

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- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

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3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly **acknowledge** for acceptance.

Thanks & Regards,
 Team-HRD

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Director
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Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Ankur Singh

1 message

HR Department <hrd@mobiloitte.com>
 To: ankursingh5648@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 12:03

Dear Ankur Singh,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with Mobiloitte Technologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

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- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
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3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmqAQb9u85snQw4C2EKJTX6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly **acknowledge** for acceptance.

Thanks & Regards,
 Team-HRD

Director
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Director

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Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - NAZIA SHAMIM

1 message

HR Department <hrd@mobiloitte.com>
 To: naziamahi88@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 11:59

Dear NAZIA SHAMIM,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

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Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
 Team-HRD

Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Bhavesh Jha

1 message

HR Department <hrd@mobiloitte.com>

23 November 2022 at 11:52

To: bhavesh4202@gmail.com

Cc: tpo@gnindia.dronacharya.info, richa.jaiswalgnindia.dronacharya@gmail.com

Dear Bhavesh Jha,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

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Thanks & Regards,
Team-HRD

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Satyam Singh

1 message

HR Department <hrd@mobiloitte.com>
 To: satyamsingh3037@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 12:06

Dear Satyam Singh,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

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3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4ImUxGf8u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
 Team-HRD

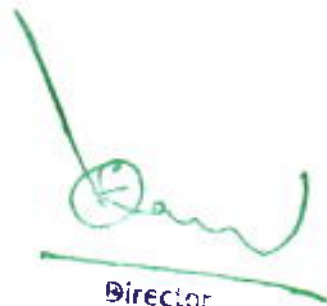
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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:22

To: "mohammadkaif20100@gmail.com" <mohammadkaif20100@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Md Kaif,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Confirmation for joining

1 message

3 December 2022 at 18:12

hr <hr@hostbooks.com>

To: "mitaliy041@gmail.com" <mitaliy041@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Mitali Yadav,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

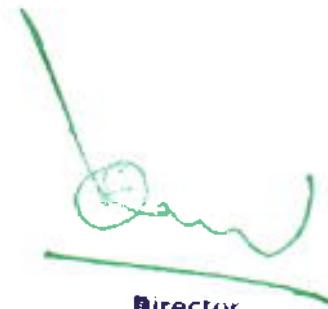
For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Dear Ataullah,

Congratulations! We are pleased to offer you the position of **Intern - Supply, Supply - Central** at **Mogli Labs India (Pvt) Ltd.**

We at Mogli Labs are building e-commerce solutions for the world and we would welcome you to this exciting journey. You are requested to join us at the earliest by **22-09-2022** in **Noida**

The duration of your internship shall be for **6 months** from your date of joining and the stipend for the training period shall be **Rs.9000 Per month.**

Kindly share your acceptance latest by **14-09-2022**, failing which the offer shall be null & void.

As per the process, we need to conduct employee background verification for every new employee joining Mogli Labs. We would need your supporting documents to complete this activity. Your Talent acquisition POC will connect with you separately for the same. Please note that the submission of all documents is mandatory to facilitate joining, background verification, and appointment process at Mogli Labs.

Looking ahead, we see exciting times. We look up to you to provide the impetus in accomplishing our mutual endeavor of building a business around our world-class software products.

We look forward to a mutually fruitful association.

Warm Regards,

Saumya Khare
Senior Director
Human Capital

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



MOGLI LABS (INDIA) PRIVATE LIMITED

Registered Office:

Unit No. 305-310, Plot No. 9, 10 & 11 Vardhman Trade Centre, Nehru Place, New Delhi-110019

Office Address:

Smartworks Corporate Park, Tower B,
1st Floor, Sector 125, Noida- 201303, Uttar Pradesh, India.

CIN: U72300DL2015FTC279856

www.business.moglix.com

human.capital@moglix.com

www.moglix.com

MAQ Software

Shivam Kumar Rai
Aadhaar No: 2777 8076 9934
Phone: 885 867 2475
E-mail: shivamrai1620@gmail.com

Date: October 06, 2022

Dear Shivam Kumar Rai,

On behalf of MAQ India Private Limited, a company set up under the Companies Act of India, 1956 [the "Company"], I am pleased to offer you the position of Associate Software Engineer of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become Associate Software Engineer working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent 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.


2. Start Date. Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on Monday, October 10, 2022. Your place of joining will be Noida.

3. Service Agreement: Not Applicable.

4. Compensation. Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on internship for the period from Monday, October 10, 2022 to Friday, April 07, 2023.


Director
Dronacharya Group of Institutions
27, GP-II, Greater Noida-201306

MAQ INDIA PRIVATE LIMITED (CIN: U72200MH2000PTC125631)
201, Meadows, Sahar Plaza on Andheri Kurla Road, Andheri East, Mumbai 400 059. Maharashtra | Tel +91 908 256 1327
www.MAQSoftware.com

Doc ID: 412a4d9be1903a71c89cf72ab6ca36436a37be4
Page 1 of 2

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrisha Shah

Signature

Amrisha Shah

Director of Application Services Delivery

Date: October 06, 2022

Accepted and Agreed

Shivam Kumar Rai

Signature

Shivam Kumar Rai

Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement.



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TITLE	2022100603545729062550526_Shivam Kumar Rai_Offer Letter
FILE NAME	20221006035457290...Offer Letter.docx
DOCUMENT ID	412a4d9be1903a71c89cfd72ab6ca36436a37be4
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history






 SENT	10 / 07 / 2022 12:57:58 UTC	Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Pratyush Mantri (pratyushma@maqsoftware.com), Shivam Kumar Rai (shivamrai1620@gmail.com) and Amrish Shah (amrshs@maqsoftware.com) from indiaadmin@maqsoftware.com IP: 183.83.141.78
 VIEWED	10 / 07 / 2022 12:59:53 UTC	Viewed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 SIGNED	10 / 07 / 2022 13:00:07 UTC	Signed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 16:57:03 UTC	Viewed by Pratyush Mantri (pratyushma@maqsoftware.com) IP: 106.202.53.206
 SIGNED	10 / 07 / 2022 17:03:04 UTC	Signed by Pratyush Mantri (pratyushma@maqsoftware.com) IP: 106.202.53.206




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history

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 SIGNED	10 / 07 / 2022 17:45:24 UTC	Signed by Shivam Kumar Rai (shivamrai1620@gmail.com) IP: 103.85.119.16
 VIEWED	10 / 08 / 2022 01:51:17 UTC	Viewed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 SIGNED	10 / 08 / 2022 01:51:27 UTC	Signed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:51:27 UTC	The document has been completed.



Director
Brenacharya Group of Institutions
27, KP-III, Greater Noida-201306



MAQ Software

Madhav Kaushik
Aadhaar No: 5020 0291 5959
Phone: 904 572 5994
E-mail: madhavkaushik022@gmail.com

Date: October 06, 2022

Dear Madhav Kaushik:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent 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.


2. Start Date. Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 10, 2022**. Your place of joining will be **Noida**.

3. Service Agreement: Not Applicable.

4. Compensation. Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on internship for the period from **Monday, October 10, 2022** to **Friday, April 07, 2023**.


Director
Bhattacharya Group of Institutions
27, K.P. Jai, Greater Noida-201306

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.

This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.

10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrisha Shah

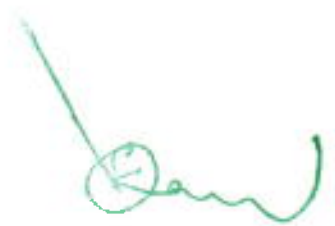
Signature
Amrisha Shah
Director of Application Services Delivery
Date: October 06, 2022

Accepted and Agreed

MADHAV

Signature
Madhav Kaushik
Date: 10 / 07 / 2022

Attachment A: Confidential Information and Invention Assignment Agreement


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida 201306

TITLE	2022100405364995738460196_Madhav Kaushik_Offer Letter
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DOCUMENT ID	bbcb737c84f1568d582c472bbb35b974e35f4f21
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	• Signed

Document history

 SENT	10 / 07 / 2022 12:29:08 UTC	Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Soniksha Vora (sonikshav@maqsoftware.com), Madhav Kaushik (madhavkaushik022@gmail.com) and Amrish Shah (amrishs@maqsoftware.com) from indiaadmin@maqsoftware.com IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 12:38:41 UTC	Viewed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 SIGNED	10 / 07 / 2022 12:39:04 UTC	Signed by Shikha Sharma (shikhash@maqsoftware.com) IP: 14.98.242.242
 VIEWED	10 / 07 / 2022 14:41:33 UTC	Viewed by Soniksha Vora (sonikshav@maqsoftware.com) IP: 49.36.121.223
 SIGNED	10 / 07 / 2022 14:43:12 UTC	Signed by Soniksha Vora (sonikshav@maqsoftware.com) IP: 49.36.121.223



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DOCUMENT ID	bbcb737c84f1568d582c472bbb35b974e35f4f21
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

Document history

 VIEWED	10 / 07 / 2022 15:31:56 UTC	Viewed by Madhav Kaushik (madhavkaushik022@gmail.com) IP: 47.31.129.64
 SIGNED	10 / 07 / 2022 16:08:01 UTC	Signed by Madhav Kaushik (madhavkaushik022@gmail.com) IP: 47.31.137.75
 VIEWED	10 / 08 / 2022 01:54:08 UTC	Viewed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 SIGNED	10 / 08 / 2022 01:54:20 UTC	Signed by Amrish Shah (amrishs@maqsoftware.com) IP: 49.36.121.198
 COMPLETED	10 / 08 / 2022 01:54:20 UTC	The document has been completed.



D:rector

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More

Labels

Sent: Wednesday, September 28, 2022 7:24 PM

To: TPO <tps@ggnindia.dronacharya.info>

Cc: Richa Bisla | MAQ Software <richab@maqsoftware.com>; Aarushi Gupta | MAQ Software <aarushig@maqsoftware.com>; principal@Software <ritikat@maqsoftware.com>; Rahul Singh | MAQ Software <rahulsi@maqsoftware.com>

Subject: MAQ Software: Final Selects

Hello Team,

Please accept our heartfelt gratitude for all your assistance with planning our Campus interviews.

We are thrilled to inform you that below candidates are selected from the process and are now one step closer to being a part of MAQ fa

#	Name	Email Id
1	Madhav Kaushik	madhavkaushik022@gmail.com
2	Nikhil Tware	nikhiltware9958@gmail.com
3	Nitesh Saini	nitesh.saini2402@outlook.com
4	Palvi Sabharwal	palvi2021vi@gmail.com
5	Prashant Sharma	psprashant1303@gmail.com
6	Raj Verma	raj0062002@gmail.com
7	Shivam Chauhan	shivamshivam0718@gmail.com
8	Shivam Rai	shivamrai1620@gmail.com
9	Shivangi Mathur	shivangimathurconnect@gmail.com

Next steps: To finalize the offer, we require the following information from your end

- Please confirm their offer acceptance for 6 months internship
- Please confirm if the candidate will be out of the placement process on acceptance of the offer

#	Required Documents



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

From: NextGen Campus (NCR) nextgen.ncr@nextgenventures.in
Subject: Windmüller & Hölscher India - Final Result/Selections - GET/2023 Batch - DGI
Date: 22 September 2022 at 12:45 PM
To: info@dronacharya.info, tpo@gnindia.dronacharya.info, tpo@ggnindia.dronacharya.info
Cc: Indranath Mitra - NextGen Ventures indranath@nextgenventures.in

NextGen Ventures: Final Result/Selections
Recruiting Organization: Windmüller & Hölscher India (WHI)

Dear Sir/Madam,

Please find the final results / selected candidate list from the recruitment drive for Windmüller & Hölscher India (WHI)
Course/Streams: B.E/B.Tech (CSE & IT)
Batch: 2023 passing batch.

List of Selected Candidate(s):

SL NO	CANDIDATE NAME	DATE OF BIRTH	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	CONTACT NO
1	IRAM WARSİ	11-04-2000	FEMALE	B.E/B.TECH	CSE	ABESIT	iram28124@gmail.com	8077764712
2	SATYAM KUMAR	16-06-2002	MALE	B.E/B.TECH	CSE	ABESIT	satyamkumar03@gmail.com	8303286683
3	ROHAN JAIN	23-10-2001	MALE	B.E/B.TECH	IT	ABESIT	rohan20199052abesit@gmail.com	9761204018
4	MANSI SINGH	30-04-2001	FEMALE	B.E/B.TECH	CSE	ABESIT	mansi73524@gmail.com	8953557552
5	JATIN YADAV	27-08-2001	MALE	B.E/B.TECH	CSE	ABESIT	jatin72yadav@gmail.com	7042971451
6	NISHANT KAPOOR	06-09-2000	MALE	B.E/B.TECH	CSE	ABESIT	nishant20191234yadav@gmail.com	9654720245
7	RADHA VERMA	05-07-2001	FEMALE	B.E/B.TECH	CSE	ABESIT	radhaverma224@gmail.com	8447627750
8	ESHA TANWAR	14-08-2002	FEMALE	B.E/B.TECH	CSE	ABESIT	eshatanwar5@gmail.com	9526657888
9	BIJUSHAN SAINI	18-08-2000	MALE	B.E/B.TECH	CSE	ADTSIT	biushan20191234yadav@gmail.com	7303129839
10	MADHAV KAUSHIK	23-01-2000	MALE	B.E/B.TECH	CSE	DGI	madhavsushant032@gmail.com	9045725994
11	ABHINAV CHAHAL	29-09-2000	MALE	B.E/B.TECH	CSE	NIIT	abhinavchahal0300@gmail.com	7906935802
12	HEMANT KUMAR	13-09-2001	MALE	B.E/B.TECH	CSE	LIET	hemant9776@gmail.com	9667086040

Wait List of Selected Candidate(s):

SL NO	CANDIDATE NAME	DATE OF BIRTH	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	CONTACT NO
1	YASH PRASOON	31-03-1995	MALE	B.E/B.TECH	CSE	LIET	yashprashant03@gmail.com	9910495203

Important Note:

Here to note that, they like to keep candidate from Lloyd "Yash Prashant" in check and will probably check with him again in the end of this year if they can shortlist him also in case he is available by that time. But it has been clearly understood that he can sit for any drive in the meantime. They can consider him only.

- If they have additional capacity by that time to accommodate him
- If he is available and have met that time.

Note:

- The concerned candidate is hereby informed to send the joining confirmation at hr@nextgenventures.in within 23rd September, 2022 - 11:00 AM positively.

If you need any further explanation please let us know.

Regards,

Biplab Datta | NextGen Ventures
 Senior Executive
 Mob: 7395095106

CORPORATE OFFICE (Kolkata):
 Module No. 332, 2nd Floor, SDF Building, Block EP & GP Sector V,
 Salt Lake Electronics Complex, Kolkata, West Bengal, Pin: 700 091, India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.
www.nextgenventures.in | Contact to us at FACEBOOK & LINKEDIN.

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Director
Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

12:48

62%



Congratulations on your selection!



Inbox



Campus Hiring 8 Dec

to



Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023.**

On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for

#WorkFromAnywhere. At the same time, we are also

of Institutions
koida-201306

Compose

Inbox

1690

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Drafts

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More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch



Careers @ Vinove <careers@vinove.com> (sent by manesi@vinove.com)
to nishantemp555, Ashwani, Palak, ma

Hi Nishant Sharma,

Many Congratulations for getting selected In "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties In the month of Jan'2023 from the office at the following address. The exact Date Of Joining :

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)
Plot No. 55P, 1Ind Floor, Sector 44, Gurgaon

About the Company.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: nishant sharma <nishantemp555@gmail.com>
Sent: Friday, December 9, 2022 3:03 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Congratulations on your selection!

Categories: Yellow Category

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

From: Campus Hiring <campushiring@nagarro.com>
Date: Thu, Dec 8, 2022 at 2:37 PM
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Clinical Trials Software and Services

September 13, 2022

Mr. Nikhil Srivastav

Sadarpur, Noida Sec – 45, G.B Nagar

Uttar Pradesh - 201303

8920916663

svrivastavnikhil9707@gmail.com

Dear Nikhil,

It is our pleasure to offer you employment with India Document Solutions Private Limited as Trainee – Software Engineer in our Noida office starting on the following terms and conditions. Please note that the employment terms contained in this letter are subject to the Company policy.

1. Appointment

- a. Your date of appointment is effective from the date of joining which shall be on or before **September 19, 2022**
- b. You will be on probation for 3 months from the date of your appointment.
- c. At the end of the probation period, if the Company finds your services satisfactory, your appointment will be confirmed, in writing by the company.
- d. The Company reserves the right to extend your probation period for further period of three months, if required.

2. Compensation:

- a. The details of your salary and benefits are given in Annexure A.
- b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c. Increments are not automatic, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- d. Your compensation information is strictly confidential and we expect that you maintain the confidentiality of the same.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477

Director
Dr. Anshu Chandra Group of Institutions
27, K-111, Greater Noida-201306

India Document Solutions Private Limited



3. Other Benefits

You will be entitled to the following:

- a. **Company Holidays:** 12 Days
Paid Leaves: 16 Days*
*Prorated per the joining date.
- b. **Working Hours:** 44 hours per week
- c. Participate in the Company Provident Fund Scheme as per the rules and policies.
- d. You will be eligible to participate in the Company Medical Insurance program.

4. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. Work performed in addition to the regular work hours is customary with professional responsibilities.


5. Conflicts of Interest

- a. During the leave period, the employee shall not undertake any other direct/indirect business of work, honorary or remunerative, except with the written permission of the company.
- b. During the Term and for a period of two years following the termination of the Term, employee agrees that he or she will not induce, solicit or aid in the solicitation of, any existing or future employee, agent, independent contractor or consultant of the Company or any of its affiliated businesses, to leave or otherwise terminate his or her employment or engagement with the Company or its affiliated businesses.
- c. In case of any conflict or doubt, please discuss the matter with the General Manager or International Operations Controller, to understand the position of the Company and resolve the conflict.

6. Confidentiality

- a. You are required to comply with the Confidentiality Policy of the Company.
- b. Each employee is responsible for safeguarding the confidential and proprietary information obtained during employment. In the course of work employees may have access to confidential information regarding the Company, suppliers, clients, customers, or even fellow employees. Each employee has the responsibility to prevent revealing or divulging any such information unless it is necessary for the employee to do so in the performance of duties or as authorized by India Document Solutions Pvt. Ltd management. Access to confidential information should be on a need-to-know basis and must be authorized.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477


Director
India Document Solutions Private Limited
27, KP 30, Greater Noida-201306

India Document Solutions Private Limited



7. Notice Period

- a. India Document Solutions Pvt. Ltd. requests 60 days' written resignation notice from all employees.
- b. In case misconduct is a reason for termination of the employee, Management reserves the right to forfeit the salary depending on the nature of misconduct.

8. Other Policies

- a. As an employee of India Document Solutions Private Limited, you are subject to the policies and procedures detailed in the "India Document Solutions Private Limited Employee Handbook." One of your first responsibilities will be to familiarize yourself with its contents.
- b. Your appointment is subject to your submitting the New Hire documentation mentioned in Annexure B of this Offer Letter.
- c. Your appointment is subject to the Reference check by the Company.
- d. This Offer Letter contains the entire understanding between you and India Document Solutions Private Limited concerning your employment with India Document Solutions Private Limited and you acknowledge that in accepting this employment you have not relied on any oral representation made by any other party, employee or agent of India Document Solutions Private Limited.

If you wish to accept this offer, please sign and date this letter below and return it via email to Chetna Bogra at cbogra@dsg-us.com within 2 days of your receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which this offer will stand withdrawn and canceled, unless notified in writing by you and accepted by the management of India Document Solutions Private Limited.

Yours faithfully,
For India Document Solutions Private Limited

Anthony J. Varano
Director

I understand and agree to the above terms and conditions and accept India Document Solutions Private Limited's offer of employment.

Accepted Joining Date: ___ / ___ / _____

Name : _____

Signature : _____

Date : _____

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416–Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477

Director

Director, The Group of Institutions
27, KP III, Greater Noida-201306

India Document Solutions Private Limited



Annexure-A

Name : Mr Nikhil Srivastav
Designation : Trainee – Software Engineer
Joining Date : On or Before September 19, 2022

Compensation Details (All figures in INR)		
Component	Monthly	Annual
Part A		
Basic	7,500	90,000
HRA	3,000	36,000
Allowances (Conveyance, Medical, LTA)	3,917	47,004
Advance Statutory Bonus	583	6,996
GROSS SALARY (Total Part A)	15,000	180,000
Part B		
PF (Employers contribution)	1,370	16,440
ESIC (Employers Contribution)	713	8,550
Medical Insurance	833	10,000
Variable Incentive - Based on Performance	5,833	70,000
Total (Part B)	8,749	104,986
CTC (Part A+Part B)	23,749	284,986
Part C*		
Gratuity**		4,329
Leave Encashment***		10,000
Cumulative CTC (Part A+B+C)		299,315

* Part C shall be paid only at the time of Full & Final Settlement

** Any employee is entitled to a Gratuity payment at the time of Full & Final settlement only if 5 continuous years of service with the company are completed

The salary would be payable per the PF/ESI/Income Tax Regulations. For any explanation, please contact the HR Manager, Noida.

India Document Solutions Private Limited
Logix Cyber Park, C 2B & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477

Director
Group of Institutions
Greater Noida-201306

India Document Solutions Private Limited



Annexure - B

New Hire Document Checklist

Please carry photocopies of the following documents on the date of joining for verification. Any concerns on this, please get back to us.

1. **Signed Offer Letter** of India Document Solutions Private Limited
2. **Degree Certificate(s)** – Graduate and Post Graduate
3. **Mark Sheets of all Years** – Graduate and Post Graduate
4. Any other **Certifications/Course(s)** attended
5. **Experience Letters** or **Offer Letters** of all the previous employers – If you are joining with prior experience
6. **Reliving Letter** or **Resignation Acceptance Letter** of the previous employer– If you are joining with prior experience
7. **Photograph** – One Passport Size Photograph
8. **Passport** – If you have a passport, please submit a copy of it
9. **PAN Card**
10. **ID Proof and Residence Proof** - For Opening a Salary Account with ICICI Bank

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

A handwritten signature in green ink, consisting of a large, stylized initial 'D' followed by a cursive name, is written over a horizontal line.

Director

Dronacharya Group of Institutions
CIN U74140UP2008PTC049477, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Welcome to India Document Solutions Private Limited

September 13, 2022

Dear Nikhil,

Welcome to India Document Solutions Private Limited.

India Document Solutions Private Limited is a fast growing company in a very fast growing market and industry. There are many opportunities for individuals that are ambitious and have taken on additional challenges and responsibilities.

We understand that you will perform your best and most professional efforts to your job, and comply with India Document Solutions Private Limited's policies and procedures, and execute and be bound by the terms and conditions of India Document Solutions Private Limited's Confidentiality Agreement after commencement of employment with India Document Solutions Private Limited.

The Office Address is:

India Document Solutions Pvt Ltd
C- 28 & 29, 3rd floor, Tower A, Logix Cyber Park,
Sector- 62, NOIDA,
Uttar Pradesh(201301)

Nikhil, I am looking forward to you becoming a member of the India Document Solutions Private Limited team. I am confident that you will strengthen our organization and help us to achieve our very aggressive goals for the coming year.

Best Regards,
For India Document Solutions Private Limited

Anthony J. Varano
Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477 Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

A handwritten signature in green ink, appearing to be 'Anthony J. Varano', written over a horizontal line.

Director

TPO

From: nandini soni <nandinisoni954@gmail.com>
Sent: Thursday, December 8, 2022 4:18 PM
To: Tpo@gnindia,dronacharya.info
Categories: Yellow Category

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

From: Campus Hiring <campushiring@nagarro.com>
Date: Thu, Dec 8, 2022, 2:37 PM
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.


On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:47

To: "singhthe1800@gmail.com" <singhthe1800@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Dear Munender Pratap Singh,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



www.hostbooks.com

ujjwal.singh@hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

1 December 2022 at 16:14

To: "rahiviru@gmail.com" <rahiviru@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>

Dear Mohit Singh Bisht,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as a **Jr. Java Developer – Intern stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the Internship program will be of 06 Months.

Your salary will be revised to a Total CTC INR 300,000/-(Three Lac Only)per annum after the successful completion of your 6 months of your internship.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.
- k. If the company provides you with the laptop, in such a case you are supposed to submit the cheque for the security amount to the organization. The security amount will depend on the configuration of the Laptop.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox

1,688

Starred

Snoozed

Sent

Drafts

55

More

Labels

Letter of Intent - Ananya Biswal inbox



HR Department hrnd@mobiloitte.com
To: aniquananyabiswal2402@gmail.com, me

Dear Ananya Biswal,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with **Mobiloitte Technologies Ind**

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I 110020**.

Please submit the following documents to the HR department before/on the day of your joining day -

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passpon-sized photographs with white background
- Permanent and current address proof

The **Terms & Conditions** already discussed during the interview are as below

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/emplo

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Vishal Kumar

1 message

HR Department <hrd@mobiloitte.com>

23 November 2022 at 12:04

To: vishakt14@gmail.com

Cc: richa.jaiswalgnindia.dronacharya@gmail.com

Dear Vishal Kumar,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- ✦ Copy of Mark sheet & certificate for secondary and higher secondary
- ✦ Copy of Mark sheet and certificate for the highest degree
- ✦ Copy of the first and last page of your passport
- ✦ Copy of PAN card & Aadhar card
- ✦ 4 Colored passport-sized photographs with white background
- ✦ Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApDQhdkxbwz9gTRpKZ6SgIAC35xJMKHukUejfQPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJT6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
Team-HRD

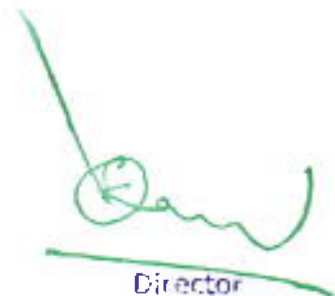
Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

www.mobiloitte.com LinkedIn Twitter Facebook Instagram

D-115 , Okhla Phase-I, New Delhi, INDIA- 110020

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Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Vibhav Kumar Dubey

1 message

HR Department <hrd@mobiloitte.com>
 To: vibhavkumardubey19@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 12:02

Dear Vibhav Kumar Dubey,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with Mobiloitte Technologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- ✦ Copy of Mark sheet & certificate for secondary and higher secondary
- ✦ Copy of Mark sheet and certificate for the highest degree
- ✦ Copy of the first and last page of your passport
- ✦ Copy of PAN card & Aadhar card
- ✦ 4 Colored passport-sized photographs with white background
- ✦ Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApDQhdkxbwz9gTRpKZ6SgIAC35kJKHukUejfOPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX5c4imUxGf8u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Thanks & Regards,
 Team-HRD

Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)

D-115 , Okhla Phase-I, New Delhi, INDIA- 110020

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BOTS | IoT | Enterprise Mobility | Consumer Mobile & Web Applications | App Security | App Performance | App Maintenance | App Promotion | Business Analytics | Creative Design | Gaming Apps | M-Commerce & E-Commerce | Quality & Testing Solutions | IT Support | Enterprise Cloud | Digital Marketing | Digital Lifecycle | Augmented Reality | Wearable Devices | Blockchain Development | Cryptocurrency



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Shubham Dubey

1 message

HR Department <hrd@mobiloitte.com>
 To: shubhamdubeygpg@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 12:04

Dear Shubham Dubey,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with MobiloitteTechnologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApDOhdkxbwz9gTRpKZ6SglAC35kJMKHukUeJfOPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly **acknowledge** for acceptance.



Director

Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Thanks & Regards,
 Team-HRD

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)

D-115 , Okhla Phase-I, New Delhi, INDIA- 110020

INDIA | USA | UK | SINGAPORE | CANADA | NORWAY

BOTS | IoT | Enterprise Mobility | Consumer Mobile & Web Applications | App Security | App Performance | App Maintenance | App Promotion | Business Analytics | Creative Design | Gaming Apps | M-Commerce & E-Commerce | Quality & Testing Solutions | IT Support | Enterprise Cloud | Digital Marketing | Digital Lifecycle | Augmented Reality | Wearable Devices | Blockchain Development | Cryptocurrency



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Rahul

1 message

HR Department <hrd@mobiloitte.com>
 To: rahulverma1902300110029@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 11:55

Dear Rahul,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with Mobiloitte Technologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee. You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyApD0hdKxbwz9gTRpKZ6SgIAC35kJKHukUejfQPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1CQyRBWLHmoAQb9u85snQw4C2EKJTX6c4imUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Director

Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Thanks & Regards,
 Team-HRD

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)

D-115, Okhla Phase-I, New Delhi, INDIA- 110020

INDIA | USA | UK | SINGAPORE | CANADA | NORWAY

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**Thanks & Regards,
Team-HRD**

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)

D-115 , Okhla Phase-I, New Delhi, INDIA- 110020

INDIA | USA | UK | SINGAPORE | CANADA | NORWAY

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**Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Letter of Intent - Muskan

1 message

HR Department <hrd@mobiloitte.com>
 To: muskan.0243@gmail.com
 Cc: richa.jaiswalgnindia.dronacharya@gmail.com

23 November 2022 at 11:58

Dear Muskan,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Developer** position with Mobiloitte Technologies India Pvt. Ltd.

You are requested to report at 10:30 AM on **9 January 2022**, at **Mobiloitte Technologies Pvt. Ltd. D-115, Pocket D, Okhla Phase I, Okhla Industrial Estate, New Delhi, Delhi 110020**.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of the first and last page of your passport
- Copy of PAN card & Aadhar card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

The Terms & Conditions already discussed during the interview are as below.

1. You will be on unpaid training for up to a maximum of 3 months in which 6 tests will be conducted for your intern/employment eligibility. (These 6 tests can be cleared at your pace for earlier onboarding).
2. As discussed during the interview after successfully clearing the 6 tests in a maximum of 3 months periods you will be converted as an Intern with a stipend of 10-15k PM. On completion of your degree, You will be on-boarded as an employee, You will be paid 2.10 - 3.10 lacs p.a. based on your performance after the onboarding which shall be evaluated on: Results of 6 tests, Attendance & Discipline score & Team Spirit Myzen's productivity ratio should be above 70% on average.
3. Your Training with the Company shall be on an at-will basis. In other words, you or the Company may terminate your training for any reason and at any time.
4. You and the Company agree that you intend that this letter agreement will be superseded by Mobiloitte's standard employee agreement at the time of onboarding.
5. Your 1st performance appraisal will happen after 6 months from the date of your onboarding during which you will be having a 6-day work-week, as in the training period.

Also, please fill in the link below to submit your details:

1	Gyan Batua link	https://gyanbatua.com/
2	Employees/Trainees Joining	https://docs.google.com/forms/d/e/1FAIpQLSeyAoDQhdkxtbwz9gTRpKZ6SglAC35kJKKHukUe1OPITWga3Q/viewform?usp=pp_url
3	Intranet User	https://docs.google.com/forms/d/e/1FAIpQLSf1GQyRBWLHmoAQb9u85snQw4C2EKJTX6c4ImUxGf6u77w9cA/viewform?usp=pp_url

Note: - This offer letter is valid for a week from the date of issuance, so kindly acknowledge for acceptance.

Director

Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Thanks & Regards,
 Team-HRD

www.mobiloitte.com [LinkedIn](#) [Twitter](#) [Facebook](#) [Instagram](#)

D-115 , Okhla Phase-I, New Delhi, INDIA- 110020

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Confirmation for joining

1 message

hr <hr@hostbooks.com>

3 December 2022 at 18:07

To: Rashmi Sharma <1402rashmisharma@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Rashmi Sharma,

This is in reference to your joining on dated **05th - December - 22 (Monday) as Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR



Director

Dronacharya Group of Institutions
27, KR-II, Greater Noida-201306

TPO

From: Neha Tiwari <neha.tiwari@ucertify.com>
Sent: Thursday, October 13, 2022 10:52 AM
To: sakshitripathi680@gmail.com
Cc: TPO; Ayush Mittal
Subject: Final Selection Letter @ uCertify

Dear Sakshi Tripathi,

Congratulations! We are pleased to inform you that you have been selected @ uCertify as a **Subject Matter Expert Trainee at Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.

You may be wondering what it's like to work at uCertify. First of all, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to answer that we don't believe in average or typical days. Everyday is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged, but also rewarded. If you are someone with a passion to learn and work hard, you will thrive in our fast-paced, challenging, yet friendly environment where you will be valued. We believe you are one of these people and look forward to your continued success with us.

Want to show off your new company? You should! uCertify is a fast growing company with a worldwide customer base in over 100+ countries! In the past few years, the company has worked to tremendous growth, made possible by a motivated and talented team. What do we do? uCertify's flagship product is our unique, smarter learning platform - the Prep Engine. It is an interactive, electronic learning system that combines step-by-step, guided learning with realistic exam simulation for IT certification exams. We take pride in making our products easy to use, effective and fun. Learning is a big deal to us. We don't just want to create software - we want to create software that rocks!

Again, congratulations! We will be in touch with you shortly and hope that you will be a part of the uCertify family very soon.

Thanks & Regards
Neha Tiwari
HR Recruiter
Ucertify Training & Learning Pvt Ltd (Noida)

Office - G-50, Sector 63 near Mahindra First Choice Centre
Head Office - Opposite Law Faculty of AU, Chaitam lines

Mobile - 8707338640
Phone - 0120-4540091
Email - neha.tiwari@ucertify.com
website - <https://www.ucertify.com/>



Director
Dronacharya Group of Institutions
27, K-111, Greater Noida-201306

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

Re: Regarding College Proposal || Campus Placement || Batch 2023 || Dronacharya



Anshika Aggarwal <anshika.aggarwal@pheuture.com>
to me, TPO

Hi Richa,

Below students are selected for the job.

Sameer Ahmed and Prachi Malgudi
Sameer Ahmed with salary - 5LPA
Prachi Malgudi with Salary- 4LPA

Also, for the remaining students- Can you please ask them to come on Monday 8th August. Timing would be the same.

On Tue, Aug 2, 2022 at 3:29 PM Anshika Aggarwal <anshika.aggarwal@pheuture.com> wrote
Noted

On Mon, Aug 1, 2022 at 9:27 AM Richa Jaiswal <richa.jaiswal@india.dronacharya@gmail.com> wrote
Dear Anshika,

Greetings!!

Sharing the list of candidates for your reference.

Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306



Dated: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Sahil Khan

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT-Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. Minimum Contractual Term means the Internship Period i.e. (Initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan '23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year In permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7650
Travelling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	393	393	393
Monthly CTC	30700	35970	40700
Expected in Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay,

For Daffodil Software Pvt. Ltd.

Smiti Jain

Daffodil Software Private Limited
("erstwhile Daffodil Software Limited")

Sahil Khan

Authorized Signatory

Registered Office : 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA. Tel: +91-0124-6817000

Branch Office : 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA.

Web Address : www.daffodilsw.com | Email-Id : info@daffodilsw.com

CIN : U74899HR1999PTC066889

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox 1699

Starred

Snoozed

Sent

Drafts 55

More

Labels

Re: Congratulation : Offer Letter/Documentation Pending : Software Trainee : Bai



Sahil Khan <sahilkhanvns1228@gmail.com>
to Careers, me

I would like to thank you for giving me this wonderful opportunity and considering me for the position. But, I am choosing to go for the off-
kindly reject the offer given by you.
Once again, thanks a lot for your time and consideration.

On Thu, 4 Aug, 2022, 6:29 pm Careers @ Vinove, <careers@vinove.com> wrote:

Hi,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software D

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete t

You will be required to join the duties in the month of Jan 2023 from the office at the following address. The exact Date Of Joinin

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201311

OR

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Argusoft India Ltd.

Argus

Sep 8, 2022

Letter of Intent to Offer

Dear SAHIL KHAN,

Please refer to the selection process that you underwent on campus and/or at our office in Gandhinagar. **Congratulations on clearing ArguSoft's selection process!** We are happy to extend this letter of intent to offer employment to you as a Programmer Analyst effective 3rd July 2023. This offer is subject to the successful completion of the BE/BTech/MCA/MBA program that you are presently undergoing.

Upon joining you will be on probation for a period of six months (3rd July 2023 to 31st December 2023). During the probation period, you will be paid a composite amount of Rs.21,051.00 (Rupees Twenty one thousand fifty-one only) per month. Subsequently, upon confirmation, you shall receive an annual compensation package. The compensation package (Rs. 7.12 lacs) will be arrived at based on your performance during the training period. Applicable and statutory Central and State taxes will be deducted from the employee's gross earnings.

Please sign and return a copy of this letter to the address mentioned herein, by **Sep 9, 2022**, as your acceptance of this offer.

We look forward to having you onboard with us in July 2023. In case you have any questions at all, please do not hesitate to contact us.

Sincerely,



For ArguSoft India Ltd.



Director

Dronacharya Group of Institutions

A66, Sector 25, GIDC Electronic Estate, Gandhinagar 382 016. Gujarat, INDIA Greater Noida-201306

www.argusoft.com

TPO

From: Sahil Khan <sahilkhanvns1228@gmail.com>
Sent: Thursday, December 8, 2022 3:57 PM
To: tpo@gnindia.dronacharya.info; Richa Jaiswal
Subject: Fwd: Congratulations on your selection!

Nagarro selection mail

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

From: **Campus Hiring** <campushiring@nagarro.com>
Date: Thu, 8 Dec, 2022, 2:37 pm
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

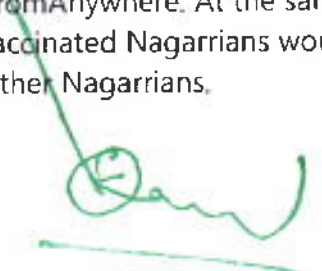
On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:27

To: rahul verma <rahulverma1902300110029@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Rahul,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



22nd September, 2022

Dear Puru,

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **22nd September, 2022** and you will report to us on **3rd October 2022, Monday** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15,000 (Fifteen Thousand only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

The company will invest a lot of time, money and energy in training you, so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences, and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 12 months. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will range between **INR 5,50,000 (Five Lacs Fifty Thousand Only)** to **INR 6,50,000 (Six Lacs Fifty Thousand Only)**.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** post from the date of joining to a full-time employee and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of **Rs.2,00,000/- (Two lakhs)** to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **3rd October 2022, Monday**.



Director

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South West Delhi-110077

Principal Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016

Branch Office: 1st Floor, Plot No 5, IT Park, Sector-22, Panchkula, Haryana 134112

CIN No: U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.in

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

September 13, 2022

Ms. Priyanka Prasad
Faridabad, Haryana
9625649343

priyankaprasad627@gmail.com

Dear Priyanka,

It is our pleasure to offer you employment with India Document Solutions Private Limited as Trainee – Software Engineer in our Noida office starting on the following terms and conditions. Please note that the employment terms contained in this letter are subject to the Company policy.

1. Appointment


- a. Your date of appointment is effective from the date of joining which shall be on or before **September 19, 2022**
- b. You will be on probation for 3 months from the date of your appointment.
- c. At the end of the probation period, if the Company finds your services satisfactory, your appointment will be confirmed, in writing by the company.
- d. The Company reserves the right to extend your probation period for further period of three months, if required.

2. Compensation:

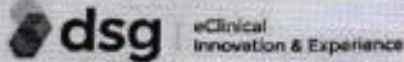
- a. The details of your salary and benefits are given in Annexure A.
- b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c. Increments are not automatic, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- d. Your compensation information is strictly confidential and we expect that you maintain the confidentiality of the same.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477


Director
India Document Solutions Private Limited
Sector 62, Noida - 201301

India Document Solutions Private Limited



3. Other Benefits

You will be entitled to the following:

- a. **Company Holidays:** 12 Days
Paid Leaves: 16 Days*
*Prorated per the joining date.
- b. **Working Hours:** 44 hours per week
- c. Participate in the Company Provident Fund Scheme as per the rules and policies.
- d. You will be eligible to participate in the Company Medical Insurance program.

4. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. Work performed in addition to the regular work hours is customary with professional responsibilities.

5. Conflicts of Interest


- a. During the leave period, the employee shall not undertake any other direct/indirect business of work, honorary or remunerative, except with the written permission of the company.
- b. During the Term and for a period of two years following the termination of the Term, employee agrees that he or she will not induce, solicit or aid in the solicitation of, any existing or future employee, agent, independent contractor or consultant of the Company or any of its affiliated businesses, to leave or otherwise terminate his or her employment or engagement with the Company or its affiliated businesses.
- c. In case of any conflict or doubt, please discuss the matter with the General Manager or International Operations Controller, to understand the position of the Company and resolve the conflict.

6. Confidentiality

- a. You are required to comply with the Confidentiality Policy of the Company.
- b. Each employee is responsible for safeguarding the confidential and proprietary information obtained during employment. In the course of work employees may have access to confidential information regarding the Company, suppliers, clients, customers, or even fellow employees. Each employee has the responsibility to prevent revealing or divulging any such information unless it is necessary for the employee to do so in the performance of duties or as authorized by India Document Solutions Pvt. Ltd management. Access to confidential information should be on a need-to-know basis and must be authorized.

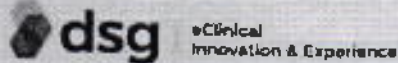
India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida - 201301 India
+91-120-4571416 - Office
+91-120-4253536 - Fax

CIN U74140UP2008PTC049477



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



7. Notice Period

- a. India Document Solutions Pvt. Ltd. requests 60 days' written resignation notice from all employees.
- b. In case misconduct is a reason for termination of the employee, Management reserves the right to forfeit the salary depending on the nature of misconduct.

8. Other Policies

- a. As an employee of India Document Solutions Private Limited, you are subject to the policies and procedures detailed in the "India Document Solutions Private Limited Employee Handbook." One of your first responsibilities will be to familiarize yourself with its contents.
- b. Your appointment is subject to your submitting the New Hire documentation mentioned in Annexure B of this Offer Letter.
- c. Your appointment is subject to the Reference check by the Company.
- d. This Offer Letter contains the entire understanding between you and India Document Solutions Private Limited concerning your employment with India Document Solutions Private Limited and you acknowledge that in accepting this employment you have not relied on any oral representation made by any other party, employee or agent of India Document Solutions Private Limited.

If you wish to accept this offer, please sign and date this letter below and return it via email to Chetna Bogra at cbogra@dsg-us.com within 2 days of your receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which this offer will stand withdrawn and canceled, unless notified in writing by you and accepted by the management of India Document Solutions Private Limited.

Yours faithfully,
For India Document Solutions Private Limited

Anthony J. Varano
Director

I understand and agree to the above terms and conditions and accept India Document Solutions Private Limited's offer of employment.

Accepted Joining Date: 19/9/22
Name : Priyanka Prasad
Signature : Priyanka Prasad
Date : 14th Sept, 22

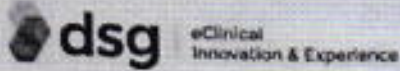
India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida - 201301 India
+91-120-4571416 - Office
+91-120-4253536 - Fax

CIN U74140UP2008PTC049477

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Annexure-A

Name : Mr Priyaka Prasad
Designation : Trainee - Software Engineer
Joining Date : On or Before September 19, 2022

Compensation Details (All figures in INR)		
Component	Monthly	Annual
Part A		
Basic	7,500	90,000
HRA	3,000	36,000
Allowances (Conveyance, Medical, LTA)	3,917	47,004
Advance Statutory Bonus	583	6,996
GROSS SALARY (Total Part A)	15,000	180,000
Part B		
PF (Employers contribution)	1,370	16,440
ESIC (Employers Contribution)	713	8,550
Medical insurance	833	10,000
Variable Incentive - Based on Performance	5,833	70,000
Total (Part B)	8,749	104,986
CTC (Part A+Part B)	23,749	284,986
Part C*		
Gratuity**		4,329
Leave Encashment***		10,000
Cumulative CTC (Part A+B+C)		299,315

* Part C shall be paid only at the time of Full & Final Settlement

** Any employee is entitled to a Gratuity payment at the time of Full & Final settlement only if 5 continuous years of service with the company are completed

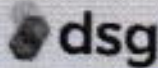
The salary would be payable per the PF/ESI/Income Tax Regulations. For any explanation, please contact the HR Manager, Noida.

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



eClinical
Innovation & Experience

Annexure - B

New Hire Document Checklist

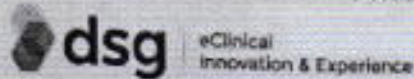
Please carry photocopies of the following documents on the date of joining for verification. Any concerns on this, please get back to us.

1. **Signed Offer Letter** of India Document Solutions Private Limited
2. **Degree Certificate(s)** – Graduate and Post Graduate
3. **Mark Sheets of all Years** – Graduate and Post Graduate
4. Any other **Certifications/Course(s)** attended
5. **Experience Letters or Offer Letters** of all the previous employers – If you are joining with prior experience
6. **Relieving Letter or Resignation Acceptance Letter** of the previous employer– If you are joining with prior experience
7. **Photograph** – One Passport Size Photograph
8. **Passport** – If you have a passport, please submit a copy of it
9. **PAN Card**
10. **ID Proof and Residence Proof** - For Opening a Salary Account with ICICI Bank

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax
CIN U74140UP2008PTC049477

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

India Document Solutions Private Limited



Welcome to India Document Solutions Private Limited

September 13, 2022

Dear Priyanka,

Welcome to India Document Solutions Private Limited.

India Document Solutions Private Limited is a fast growing company in a very fast growing market and industry. There are many opportunities for individuals that are ambitious and have taken on additional challenges and responsibilities.

We understand that you will perform your best and most professional efforts to your job, and comply with India Document Solutions Private Limited's policies and procedures, and execute and be bound by the terms and conditions of India Document Solutions Private Limited's Confidentiality Agreement after commencement of employment with India Document Solutions Private Limited.

The Office Address is:

India Document Solutions Pvt Ltd
C- 28 & 29, 3rd floor, Tower A, Logix Cyber Park,
Sector- 62, NOIDA,
Uttar Pradesh(201301)

Priyanka, I am looking forward to you becoming a member of the India Document Solutions Private Limited team. I am confident that you will strengthen our organization and help us to achieve our very aggressive goals for the coming year.

Best Regards,
For India Document Solutions Private Limited

Anthony J. Varano
Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida - 201301 India
+91-120-4571416 - Office
+91-120-4253536 - Fax
CIN U74140UP2008PTC049477

A handwritten signature in green ink, appearing to read 'Anthony J. Varano', is written over the printed name and title of the Director.

Director

Dronacharya Group of Institutions

27, KP-III, Greater Noida-201306

September 13, 2022

Ms. Prerna Kumari

9958753394

kprerna031@gmail.com

Dear Prerna,

It is our pleasure to offer you employment with India Document Solutions Private Limited as Trainee – Software Engineer in our Noida office starting on the following terms and conditions. Please note that the employment terms contained in this letter are subject to the Company policy.

1. Appointment


- a. Your date of appointment is effective from the date of joining which shall be on or before **September 19, 2022**
- b. You will be on probation for 3 months from the date of your appointment.
- c. At the end of the probation period, if the Company finds your services satisfactory, your appointment will be confirmed, in writing by the company.
- d. The Company reserves the right to extend your probation period for further period of three months, if required.

2. Compensation:

- a. The details of your salary and benefits are given in Annexure A.
- b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c. Increments are not automatic, but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
- d. Your compensation information is strictly confidential and we expect that you maintain the confidentiality of the same.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
+91-120-4253536 – Fax

CIN U74140UP2008PTC049477


Dharmacharya Group of Institutions
A-7, KP-III, Greater Noida-201305



3. Other Benefits

You will be entitled to the following:

- a. **Company Holidays:** 12 Days
Paid Leaves: 16 Days*
*Prorated per the joining date.
- b. **Working Hours:** 44 hours per week
- c. Participate in the Company Provident Fund Scheme as per the rules and policies.
- d. You will be eligible to participate in the Company Medical Insurance program.

4. Responsibilities

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. Work performed in addition to the regular work hours is customary with professional responsibilities.

5. Conflicts of Interest


- a. During the leave period, the employee shall not undertake any other direct/indirect business of work, honorary or remunerative, except with the written permission of the company.
- b. During the Term and for a period of two years following the termination of the Term, employee agrees that he or she will not induce, solicit or aid in the solicitation of, any existing or future employee, agent, independent contractor or consultant of the Company or any of its affiliated businesses, to leave or otherwise terminate his or her employment or engagement with the Company or its affiliated businesses.
- c. In case of any conflict or doubt, please discuss the matter with the General Manager or International Operations Controller, to understand the position of the Company and resolve the conflict.

6. Confidentiality

- a. You are required to comply with the Confidentiality Policy of the Company.
- b. Each employee is responsible for safeguarding the confidential and proprietary information obtained during employment. In the course of work employees may have access to confidential information regarding the Company, suppliers, clients, customers, or even fellow employees. Each employee has the responsibility to prevent revealing or divulging any such information unless it is necessary for the employee to do so in the performance of duties or as authorized by India Document Solutions Pvt. Ltd management. Access to confidential information should be on a need-to-know basis and must be authorized.

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida - 201301 India
+91-120-4571416 - Office
+91-120-4253536 - Fax

CIN U74140UP2008PTC049477


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



7. Notice Period

- a. India Document Solutions Pvt. Ltd. requests 60 days' written resignation notice from all employees.
- b. In case misconduct is a reason for termination of the employee, Management reserves the right to forfeit the salary depending on the nature of misconduct.

8. Other Policies

- a. As an employee of India Document Solutions Private Limited, you are subject to the policies and procedures detailed in the "India Document Solutions Private Limited Employee Handbook." One of your first responsibilities will be to familiarize yourself with its contents.
- b. Your appointment is subject to your submitting the New Hire documentation mentioned in Annexure B of this Offer Letter.
- c. Your appointment is subject to the Reference check by the Company.
- d. This Offer Letter contains the entire understanding between you and India Document Solutions Private Limited concerning your employment with India Document Solutions Private Limited and you acknowledge that in accepting this employment you have not relied on any oral representation made by any other party, employee or agent of India Document Solutions Private Limited.

If you wish to accept this offer, please sign and date this letter below and return it via email to Chetna Bagra at cbagra@dsg-us.com within 2 days of your receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which this offer will stand withdrawn and canceled, unless notified in writing by you and accepted by the management of India Document Solutions Private Limited.

Yours faithfully,

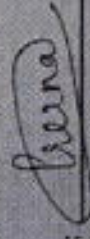
For India Document Solutions Private Limited

Anthony J. Varano
Director

I understand and agree to the above terms and conditions and accept India Document Solutions Private Limited's offer of employment.

Accepted Joining Date: 19/09/2022

Name : Priya kumar

Signature : 

Date : 15.09.2022

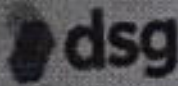
India Document Solutions Private Limited
 Logix Cyber Park, C-28 & 29,
 Tower A, Third Floor
 Sector 62, Noida - 201301 India
 +91-120-4571416 - Office
 +91-120-4253536 - Fax

CIN U74140UP2008PTC049477

Director

Dr. Anshu Gupta Group of Institutions
27, KP-116, Greater Noida-201306

India Document Solutions Private Limited



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Innovation & Experience

Annexure-A

Name : Mr. Prema Kumari
 Designation : Trainee - Software Engineer
 Joining Date : On or Before September 19, 2022

Compensation Details (All figures in INR)		
Component	Monthly	Annual
Part A		
Basic	7,500	90,000
HRA	3,000	36,000
Allowances (Conveyance, Medical, LTA)	3,917	47,004
Advance Statutory Bonus	583	6,996
GROSS SALARY (Total Part A)	15,000	180,000
Part B		
PF (Employers contribution)	1,370	16,440
ESIC (Employers Contribution)	713	8,550
Medical Insurance	833	10,000
Variable Incentive - Based on Performance	5,833	70,000
Total (Part B)	8,749	104,986
CTC (Part A+Part B)	23,749	284,986
Part C*		
Gratuity**		4,329
Leave Encashment***		10,000
Cumulative CTC (Part A+B+C)		299,315

* Part C shall be paid only at the time of Full & Final Settlement

** Any employee is entitled to a Gratuity payment at the time of Full & Final settlement only if 5 continuous years of service with the company are completed

*** Salary should be payable per the PF/ESI/Income Tax Regulations. For any explanation, please contact the HR Manager, Noida.

India Document Solutions Private Limited
 Logix Cyber Park, C 28 & 29,
 Tower A, Third Floor
 Sector 62, Noida - 201301 India
 +91-120-4571416 - Office
 +91-120-4253536 - Fax

CIN U74140UP2008PTC049477

Director
 Brijacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Annexure - B

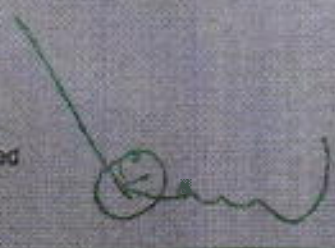
New Hire Document Checklist

Please carry photocopies of the following documents on the date of joining for verification. Any concerns on this, please get back to us.

1. Signed Offer Letter of India Document Solutions Private Limited
2. Degree Certificate(s) – Graduate and Post Graduate
3. Mark Sheets of all Years – Graduate and Post Graduate
4. Any other Certifications/Course(s) attended
5. Experience Letters or Offer Letters of all the previous employers – If you are joining with prior experience
6. Reliving Letter or Resignation Acceptance Letter of the previous employer– If you are joining with prior experience
7. Photograph – One Passport Size Photograph
8. Passport – If you have a passport, please submit a copy of it
9. PAN Card
10. ID Proof and Residence Proof - For Opening a Salary Account with ICICI Bank

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
Tower A, Third Floor
Sector 62, Noida – 201301 India
+91-120-4571416 – Office
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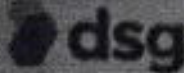
CIN U74140UP2008PTC049477



Director

Deenacharya Group of Institutions
27, KP-III, Greater Noida-201386

India Document Solutions Private Limited



eClinical
Innovation & Experience

Welcome to India Document Solutions Private Limited

September 13, 2022

Dear Prerna,

Welcome to India Document Solutions Private Limited.

India Document Solutions Private Limited is a fast growing company in a very fast growing market and industry. There are many opportunities for individuals that are ambitious and have taken on additional challenges and responsibilities.

We understand that you will perform your best and most professional efforts to your job, and comply with India Document Solutions Private Limited's policies and procedures, and execute and be bound by the terms and conditions of India Document Solutions Private Limited's Confidentiality Agreement after commencement of employment with India Document Solutions Private Limited.

The Office Address is:

India Document Solutions Pvt Ltd
C- 28 & 29, 3rd floor, Tower A, Logix Cyber Park,
Sector- 62, NOIDA,
Uttar Pradesh(201301)

Prerna, I am looking forward to you becoming a member of the India Document Solutions Private Limited team. I am confident that you will strengthen our organization and help us to achieve our very aggressive goals for the coming year.

Best Regards,
For India Document Solutions Private Limited

Anthony J. Varano
Director

India Document Solutions Private Limited
Logix Cyber Park, C 28 & 29,
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Sector 62, Noida - 201301 India
+91-120-4571416 - Office
+91-120-4253536 - Fax

Director

Chandharya Group of Institutions
22-5A-III, Greater Noida-201306
CIN U74140UP2008PTC049477

TPO

From: Pratham Sharma <sharmapratham1951@gmail.com>
Sent: Thursday, December 8, 2022 4:15 PM
To: Richa Jaiswal; tpo@gnindia.dronacharya.info
Subject: Fwd: Congratulations on your selection!

Categories: Yellow Category

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

From: **Campus Hiring** <campushiring@nagarro.com>
Date: Thu, Dec 8, 2022, 2:37 PM
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Prabhav Goel <prabhavgoel.351@gmail.com>
Sent: Thursday, December 8, 2022 4:11 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Congratulations on your selection!

Categories: Yellow Category

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

From: Campus Hiring <campushiring@nagarro.com>
Date: Thu, 8 Dec 2022 at 2:37 PM
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

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On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

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We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch



Careers @ Vinove <careers@vinove.com> (sent by ashwani kumar@valuecoders.com) to sameerad7001.me, mahesh, Palak

Hi,

Many Congratulations for getting selected in "Yinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining :

Yinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Yinove Company)
Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

To,
Shubham Dubey

Date: 05.12.2022

Subject: Letter of Offer

Dear Shubham,

It gives us immense pleasure to welcome you to the team at **Eicore Technologies Pvt. Ltd.**

We are pleased to offer you the position of **Associate Software Engineer** at **Eicore Technologies Pvt. Ltd.** with a startdate of **09.01.2023**.

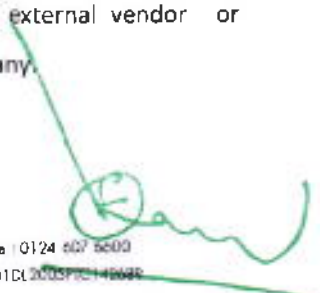
This letter sets forth the terms of appointment.

1. Designation: Associate Software Engineer
2. Place of Posting: Plot No. 577, Udyog Vihar, Phase V, Gurgaon, Haryana - 122016
3. Date of Joining: 09.01.2023
4. Stipend: 12,000 INR
5. Background Checks: Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. We will let you know the final status of your check once it is completed.
6. Confidentiality: You shall always maintain confidentiality on all aspects of the letter of offer. You shall not divulge, communicate, or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.



EICORE TECHNOLOGIES PVT. LTD.

Corporate Address : Plot No 577 Udyog Vihar, Phase -V, Gurugram -122016 Haryana, India, Phone : 0124 607 5600
web : www.eicoretech.com, E : info@eicoretech.com, GST No.: 06AABC15766R1ZV, CIN No : U45201DL2022PTC148888


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

7. Internship Period: You shall be on Internship for a period of three - six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.
8. Bond: You will be required to sign a Bond at the time of joining, which will be enforced after completion of Internship period is complete and your services are confirmed.

- Sharing of this information with any third party will result in withdrawal of your letter of offer.
- You will be eligible for gratuity as per the Payment of Gratuity Act'1972.
- You will be eligible for Labour Welfare Fund as per the LWF Act' 1965.
- You will be covered in the Group Medclaim Policy including your spouse & 2 children with family floater sum insured of 3 lakhs after completion of the Internship period.
- You will be covered in the Group Personal Accident Policy after completion of the Internship period.
- All forms of compensation referred to in this letter are subject to deduction of taxes required by law.
- A detailed Appointment Letter will be issued to you soon after you have joined the Company.

Yours sincerely,



Head - Human Resources

I hereby accept the above offer.

Candidate's Name & Signature

Director

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

TPO

From: - Raghav <raghav3shivik@gmail.com>
Sent: Friday, August 19, 2022 9:20 AM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Offer Letter-Internship("HS Fitness Pvt Ltd", a subsidiary of GlobalBees Brands Private Limited)

Categories: Yellow Category

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

From: Shivali Rawat <Shivali.Rawat@globalbees.com>
Date: Thu, Aug 18, 2022, 1:22 PM
Subject: Offer Letter-Internship("HS Fitness Pvt Ltd", a subsidiary of GlobalBees Brands Private Limited)
To: raghav3shivik@gmail.com <raghav3shivik@gmail.com>
Cc: Sumeet Ubhrani <Sumeet.ubhrani@reach2fitness.com>, Suramrit Singh <suramrit.singh@globalbees.com>, Chetna M Malaviya <Chetna@globalbees.com>, Sakshi Chadha <Sakshi.Chadha@globalbees.com>, Sibobroto Ray <Sibobroto.Ray@globalbees.com>

Dear Shivika,

Thank you for the discussions you had with "HS Fitness Pvt Ltd", a subsidiary of GlobalBees Brands Private Limited.

We are pleased to offer you an internship from the period of **August 22, 2022, to Nov 21, 2022**. You shall be paid a stipend of **INR 20,000** per month during the internship period and a letter regarding your project experience shall be shared at the end of the internship period.

Please note you may be required to sign an NDA/undertaking as per the sensitivity of the project allocated to you.

Warm Regards
Shivali

Shivali Rawat



GlobalBees Brands Private Limited

e: Shivali.Rawat@globalbees.com

p: 8800702756

www.GlobalBees.com



Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Read our D2C Newsletter on: <https://globalbees.substack.com>

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From: Shivam Haldar shivamhaldar2134@gmail.com
Subject: Re: Confirmation for joining
Date: 4 December 2022 at 2:55 PM
To: hr hr@hostbooks.com
Cc: Biswaranjan Mishra biswaranjan.mishra@hostbooks.com, tpo@gnindia.dronacharya.info

Dear Sir,

I regret to inform you that due to some urgent work at my college premises, I am unable to join the office on 05/12/2022. I apologize for the inconvenience caused and would like to reschedule my joining date to 06/12/2022.

I am deeply sorry for the delay and apologize for any inconvenience caused. I assure you that I will be joining the office on the new date.

Thank you for understanding.

Regards,
Shivam Haldar

On Mon, Nov 28, 2022 at 3:29 PM Shivam Haldar <shivamhaldar2134@gmail.com> wrote:
Dear Sir,

Thank you sir for sharing selection mail and i will be joining on the given date.

Regards,
Shivam Haldar

On Fri, 25 Nov, 2022, 9:46 pm hr, <hr@hostbooks.com> wrote:

Dear Shivam ,

This is in reference to your joining on dated 05th- **December - 22 (Monday)** as **Relationship Manager – Intern (Inside Sales)** **Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after the successful completion of your 2 weeks training period.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter

Director
Dronacharya Group of Institutions
27, KP-IIi, Greater Noida-201396

- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.

HostBooks



www.hostbooks.com

ujjwal.singh@hostbooks.com

+91-9654322067

Gayatri Ujjwal Kumar Singh

Sr.Manager- HR

Plot No-356, Udyog Vihar, Phase-2

Gurugram, Haryana-122016

0124-4201354 Ext.(102)

ET

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Greetings!!

The drive is confirmed for 22nd August from our side.

And I would share updated list by tomorrow

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120- 2322022

Extension: 227

Mobile: 8960322672

E-mail: tpo@gnindia.dronacharya.info / richa.jaiswal@gnindia.dronacharya@gmail.com

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)

A Clean Environment is a Safe Environment.



Reply Reply to all Forward

On Thu, 18 Aug 2022 at 11:08, Riddhi RANA -AWSINDIA- <riddhi.rana@decathlon.com> wrote:

Hello Richa,

Is there any confirmation on 22nd August for the drive?

On Sat, 13 Aug 2022 at 2:34 PM, Riddhi RANA -AWSINDIA- <riddhi.rana@decathlon.com> wrote:

Hello Richa,

Please also confirm the joining dates of the selected students once you are back! Kindly discuss further to accommodate any selected candidates during the below mentioned date.

The joining date would be 1st September 2022 for students who will be selected through the process at DLF, Mall of India, Decathlon Store.

Awaiting your response.

Regards,

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Riddhi Rana

On Sat, Aug 13, 2022 at 2:23 PM Riddhi RANA -AWSINDIA- <riddhi.rana@decathlon.com> wrote:

Hello Richa,

Thanks for your time on call. As discussed, we shall go ahead with the placement drive on 22nd August 2022, Monday.

Date:

22nd August 2022, Monday

Time: 9:30 am (Please confirm)

Agenda :

Company presentation

Sports Round

Group Discussion

Personal Interview

Why DRD?

We are a sports organization and we ensure that every team member has a passion for sports. Hence, sport is a key factor in our selection process.

We will assess vitality, energy, and personality through various rounds.

To work at Decathlon, Candidates need to be mentally and physically fit.

Dresscode: Sportswear and sports shoes are mandatory

I am adding the sheet for the students to add in their address and their passion sport as well!
Dronacharya Campus Drive is the Link for the students to fill in.

Please let me know if you have any questions.

Regards,
Riddhi Rana

On Fri, Aug 12, 2022 at 4:48 PM Riddhi RANA -AWSINDIA- <riddhi.rana@decathlon.com> wrote:

Hi Richa,

Thanks for sharing the dates.

We can schedule the drive on 22 August, Monday itself.

Please find the details below:

Number: 9594799632

Email: riddhi.rana@decathlon.com

Regards,
Riddhi Rana

On Fri, Aug 12, 2022 at 3:30 PM Richa Jaiswal <richa.jaiswal@india.dronacharya@gmail.com> wrote:

Dear Riddhi,

Greetings!!


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Re: Confirmation for joining

1 message

Shabnam Lakra <shabnamlakra31@gmail.com>

4 December 2022 at 13:37

To: hr <hr@hostbooks.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

I accept the offer.

On Sat, 3 Dec 2022, 6:27 pm hr, <hr@hostbooks.com> wrote:

Dear Shabnam,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

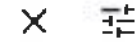


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Shivam Haldar



Compose

Inbox 1,671

Starred

Snoozed

Sent

Drafts 55

More

Re: Regarding College Proposal || Campus Placement || Batch 2023 || Dron



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

to hr

Dear Sir,

Greetings!!

Thank you for sharing the result and sharing the students' confirmation who are ready to join from 5th December 2022

Labels

Relationship Manager-Intern (Inside Sales Team)					
S.No	Name	D.O.J	Position	Contact No	E-mail ID
1	Parth Narang	5/12/2022	Relationship Manager-Intern	9654224381	parth.delhi98@gm
2	Muskan	5/12/2022	Relationship Manager-Intern	9717821317	muskan.0243@gm
3	Navneet Kumar	5/12/2022	Relationship Manager-Intern	9971698097	navneetjha2012@c
4	Gautam Kumar	5/12/2022	Relationship Manager-Intern	8287385901	jhag1945@gma
5	Shivam Haldar	5/12/2022	Relationship Manager-Intern	8527518116	shivamhaldar2134@

Director

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Thanks & Regards,
Richa Jaiswal

Compose

Inbox 1,576

Starred

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Sent

Drafts 56

More

Labels

ATTN: HR, TO: DEPT: HR, FROM: MUKUL SARASWAT, SUBJECT: SELECTION OF STUDENTS

Dear Richa

We had a good time conducting the placement drive at your university

Please find the below names of the selected students:

1. Ananya Biswal - B.tech.
2. Saksham - B.tech.
3. Sagar - B.tech.
4. Naveed Kumar - B.tech.
5. Kumar Tarun - B.tech.
6. Hrishikesh - B.tech.
7. Varun - B.tech.
8. Roni - B.tech.

Thanks & Regards,



Mukul Saraswat

Campus Recruiter | Hike Education

Mobile: 9289221081

E-Mail: mukul.s@hikeedu.in

www.hikeeducation.com



Authorized Enrollment Partners of NIMNAs | Branches at Delhi, Mumbai, Gurugram, Jaipur, Hyderabad


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Compose

Inbox 1,090

Starred

Snoozed

Sent

Drafts 55

More

Labels

On 12-Aug-2022, at 5:43 PM, Oindrila Chakraborty <OindrilaC@hexaware.com> wrote:

Dear Team,

Greetings from Hexaware Technologies!


Congratulations! We are delighted to inform you that below students from your institute have been selected in our GET - Virt

Note – Results for Candidates whose Technical / HR Interviews are pending will be shared post their HR Interview completi

Sl. No.	Student Name	Email	Colleg
1	Yash Bhargav	yash_24122@gnindia.dronacharya.info	Dronacharya Group of Ir
2	Vaibhav Negi	vaibhavnegi236@gmail.com	Dronacharya Group of Ir
3	Nishant Sharma	nishantem0553@gmail.com	Dronacharya Group of Ir
4	Sujal Panwar	sujalpanwar2001@gmail.com	Dronacharya Group of Ir
5	Ayush Rawat	ayush_140224@gnindia.dronacharya.info	Dronacharya Group of Ir
5	SHIVAM CHAUHAN	shubanshivam079@gmail.com	Dronacharya Group of Ir

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 r


 Director
 Dronacharya Group of Institutions
 27, KP-111, Greater Noida-201306

Hike Education

Empowering Professionals

Selection Letter

Dear Sagar,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED**.

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Manager** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

Feel free to reach out to us either at hr@hikeedu.in or onboarding@hikeedu.in for any queries / suggestions or feedback.

NOTE: Your **Date of Joining** will depend upon your **liberation** from the **university / college**.

Thanks & Regards,

Human Resource Department

Hike Education Private Limited

info@hikeedu.in
www.hikeeducation.com



Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurgaon- 122016

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Hike Education

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Annexure

Sagar

PARTICULARS	PROBATIONER	CONFIRMED
CTC (Annual)	582000	642000
BASIC	12500	15000
HRA	6250	7500
MEDICAL ALLOWANCE	1875	2250
TRANSPORT ALLOWANCE	1250	1500
SPECIAL ALLOWANCE	3125	3750
NET HOME INTAKE	25000	30000
DAILY TRAVEL REIMBURSEMENT (Rs.150/- per day * 30)	4500	4500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of achievement of monthly targets)	15000	15000
MISCELLANEOUS INDUCEMENT (Payable on the basis of percentage achievement of monthly targets- min. 125%)	3000	3000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	1000	1000
GROSS (Monthly)	48500	53500

Thanks & Regards,

Human Resource Department

Hike Education Private Limited

info@hikeedu.in
www.hikeeducation.com



Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016
Director
Bromatology Group of Institutions
27, KP-111, Greater Noida-201306

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch

C Careers @ Vinove <careers@vinove.com> (sent by ashwanikumar@valuecoders.com)
to sanyamittal20029, me, mallesh, Palak

Hi,

Many Congratulations for getting selected in “Vinove Software & Services Pvt. Ltd”

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)
Plot No. 55P, 11nd Floor, Sector 44, Gurgaon

About the Company:



Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

TPO

From: Sameer Ahmed <sameerad2001@gmail.com>
Sent: Friday, August 26, 2022 4:45 PM
To: TPO@gnindia.dronacharya.info
Subject: Fwd: Congratulations on selection at Posist | Sameer Ahmed

Categories: Red Category, Green Category

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

From: Posist Campus <campus@posist.com>
Date: Thu, 25 Aug 2022, 14:51
Subject: Congratulations on selection at Posist | Sameer Ahmed
To: <sameerad2001@gmail.com>
Cc: HR <hr@posist.com>, Soumya Jha <soumya@posist.com>, TPO <tpo@ggnindia.dronacharya.info>, <principal@ggnindia.dronacharya.info>

Dear Sameer,

Greetings from Posist Technologies!

We are writing to **Congratulate** you on being selected as a **MEAN Stack Developer** at Posist Technologies Pvt. Ltd. !!

We would like to thank you for your time and efforts during your interview. We hope to see you work with zeal and dedication. We believe that your knowledge and skills would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of our company.

We will be releasing your offer letter shortly with all the details.

If you have any questions, please contact us at [jyoti@posist.com](mailto: jyoti@posist.com) or [soumya@posist.com](mailto: soumya@posist.com).


Looking forward to your acknowledgement on this email.

Soumya Jha

HR Associate at Posist


M +91 98100 75971 | W posist.com | E soumya@posist.com

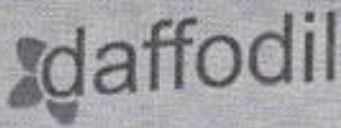


 4.5 on Glassdoor [Read what our teams have to say about life at Posist](#)



[Join our team](#) Discover exciting career opportunities with us


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Dated: 28th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Shubham Jain

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT. Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. **Minimum Contractual Term** means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan 23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed Joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

Particulars	Post completion of internship	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15300
HRA	7200	7600	7650
Travelling Allowance	800	1600	1600
Special Allowance	3690	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	393	393	393
Monthly CTC	30700	35970	40700
Expected In Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		459400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay.

For Daffodil Software Pvt. Ltd.

Smriti Jain

Daffodil Software Private Limited

("erstwhile Daffodil Software Limited") Director

Shubham Jain

Authorized Signatory

Dronacharya Group of Institutions

Registered Office : 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram - 122001; (Haryana), India. Tel: 0124-6817001

Branch Office : 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA.

Web Address : www.daffodilsw.com | Email-id : info@daffodilsw.com

CIN : U74899HR1999PTC066889

Re: Confirmation for joining

1 message

Vaishali Mehlawat <vaishali2mehlawat@gmail.com>

3 December 2022 at 18:45

To: hr <hr@hostbooks.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

I accept the offer.

On Sat, 3 Dec 2022 at 6:44 PM, hr <hr@hostbooks.com> wrote:

Dear Vaishali,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

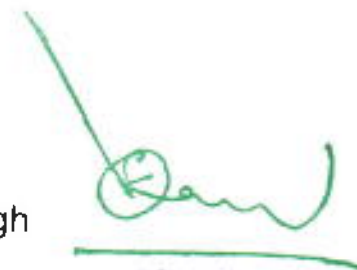
For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Offer

Letter-Internship(GlobalBees
Brands Private Limited)

Inbox



Shivali Rawat Aug 12

to me, Abhishek, Chetna, Sakshi, ...



Dear Tithi,

Thank you for the discussions you had with the **GlobalBees** team.

We are pleased to offer you an internship from the period of **August 16 , 2022, to November 15, 2022.** You shall be paid a stipend of **INR 20,000** per month during the internship period and a letter regarding your project experience shall be shared at the end of the internship period.

Please note you may be required to sign an NDA/undertaking as per the sensitivity of the project allocated to you.

Do send across your acceptance of the same and we look forward to a mutually beneficial experience with you.

Warm Regards
Shivali

Dr. Anurag
Entrepreneurial Growth Institutions
D-1, Kirti Nagar, New Delhi-110016



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:39

To: "kramit2399@gmail.com" <kramit2399@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Mohit Yadav <mohit.yadav@hostbooks.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>

Dear Amit Chaurasiya,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards.



www.hostbooks.com

Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016

0124-4201354 Ext (102)

Director
Dronacharya Group of Institutions
27, KR-II, Greater Noida-201306

Confirmation for joining

1 message

hr <hr@hostbooks.com>

2 December 2022 at 21:55

To: "tanyatyagi873@gmail.com" <tanyatyagi873@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav

<mohit.yadav@hostbooks.com>

Dear Tannu Tyagi,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.

For any queries, please contact me.

Best Regards.

**Gayatri Ujjwal Kumar Singh**

Sr.Manager-HR

Plot No-356, Udyog Vihar. Phase-2
Gurugram, Haryana-122016

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Dated: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Sunit Mishra

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT. Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. **Minimum Contractual Term** means the **Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter.** This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan'23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

	Post completion of internship		Next Year In permanent employment	
	0-6 months	7-12 Months	13-18 Months	
Particulars	Amount (INR)	Amount (INR)	Amount (INR)	
Basic Salary	15100	15200	15300	
HRA	7200	7600	7650	
Travelling Allowance	800	1600	1600	
Special Allowance	3690	7201	11321	
Saturday Working Allowance	2791	3245	3700	
Gratuity	726	731	736	
Health Insurance	393	393	393	
Monthly CTC	30700	35970	40700	
Expected In Hand Salary (pre-TDS)	29581	34846	38571	
Yearly CTC		458400		
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)		
Total Annual Incentive		500000		

Wishing you a long and fruitful stay,

For Daffodil Software Pvt. Ltd.

Suniti Saini

Daffodil Software Private Limited
(“erstwhile Daffodil Software Limited”)

Amit Mishra

Authorized Signatory
 Registered Office : 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA. Tel: 0124-6817000
 Branch Office : 6th Floor, Metropolis Mall, Industrial Area, Hisar-125002
 Web Address : www.daffodilsw.com | Email-Id : info@daffodilsw.com
 CIN : U74899HR1999PTC066889



Dated: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Sujal Panwar

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate - IT-Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. **Minimum Contractual Term** means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is Jan'23. Your reporting officer is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed Joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of internship, below will be CTC breakup for one year & six month.

	Post completion of internship	Next Year in permanent employment	
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Monthly CTC	30700	35970	40700
Expected In Hand Salary (pre-TDS)	29581	34846	38571
Yearly CTC		458400	
Yearly Incentive**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay,

For Daffodil Software Pvt. Ltd.

Smita Chauhan

Daffodil Software Private Limited
("erstwhile Daffodil Software Limited")

Director
Dronacharya Group of Institutions
G-111, Greater Noida-201306

Authorized Signatory
Registered Office: 9th Floor, Tower B-1, DLF Silokhera SEZ, Sector-30, Gurugram-122001 (Haryana), INDIA. Tel.: +91-0124-6817000

Branch Office: 6th Floor, Metropolis Mall, Industrial Area, Hisar-125005 (Haryana), INDIA.

Web Address: www.daffodilsw.com | Email-Id: info@daffodilsw.com

CIN: U74899HR1999PTC066889

TPO

From: SUJAL PANWAR <sujalpanwar2001@gmail.com>
Sent: Thursday, December 8, 2022 4:13 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Sujal_Panwar_14109...LOI of nagarro

Categories: Yellow Category

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

From: Campus Hiring <campushiring@nagarro.com>
Date: Thu, 8 Dec 2022, 2:37 pm
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.

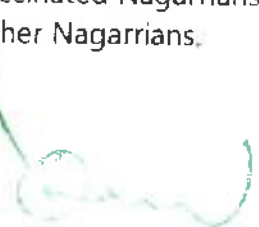
On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Re: Confirmation for joining

1 message

Subhradip Saha <subraf906@gmail.com>

3 December 2022 at 19:06

To: hr <hr@hostbooks.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal

<richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav

<mohit.yadav@hostbooks.com>

I accept the offer.

On Sat, 3 Dec, 2022, 18:58 hr, <hr@hostbooks.com> wrote:

Dear Subhradip Saha,

This is in reference to your joining on dated **05th - December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- a. Aadhaar Card
- b. PAN Card
- c. Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- d. Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- e. Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- f. Previous employer Appointment Letter / Offer Letter
- g. Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- h. Last 3 months' Salary Slips.
- i. Cancelled Cheque of any savings account
- j. Passport Size photograph.


For any queries, please contact me.

Best Regards.



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox

1,188

Starred

Snoozed

Sent

Drafts

55

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch



Careers @ Vinove <careers@vinove.com> (sent by mahesh@vinove.com)
to engineersparsh, Ashwani, Palak, me

Hi Sparsh Jain,

Many Congratulations for getting selected in Vinove Software & Services Pvt. Ltd

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining is

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,

Noida, UP- 201313

Sparsh Jain

OR

ValueCoders India (A Vinove Company)

Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Sparsh Jain <engineersparsh@gmail.com>
Sent: Thursday, December 8, 2022 4:10 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Congratulations on your selection!

Categories: Yellow Category

sparsh jain naggaro

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

From: Campus Hiring <campushiring@nagarro.com>
Date: Thu, 8 Dec 2022 at 14:37
Subject: Congratulations on your selection!
To:

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.


On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Date: 20th Aug '22

Subject: Appointment-cum-Offer Letter

Dear Sparsh Jain

We are pleased to offer you the position of Intern in our Company.

Your engagement shall be subject to the terms expressed herein and the co-job training letter and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of Internship Period you will be designated as Junior Associate. IT-Acceptance of this letter is by expression acceptance of the service agreement of Minimum contractual period. Minimum Contractual Term means the Internship Period i.e. (Initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year and 6 (Six) months thereafter. This period shall include any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is 1st Aug '22. Your reporting office is Mr. Amit Singh (General Manager - Software Engineering).

Upon joining, you will receive the detailed information letter and you will be required to signed copy of the enclosed joining Report along with documents requested.

Stipend and Salary Structure:

- Stipend Structure- With effect from your joining date, you will be entitled for the monthly stipend of INR 20,000 during internship.
- Salary Structure- Post completion of Internship, salary will be CTC breakup for one year & six month.

	Past completion of internship:	Next Year in permanent employment	
	0-6 months	7-12 Months	13-18 Months
Particulars	Amount (INR)	Amount (INR)	Amount (INR)
Basic Salary	15100	15200	15200
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Special Allowance	6600	7201	11321
Saturday Working Allowance	2791	3245	3700
Gratuity	726	731	736
Health Insurance	303	353	393
Monthly CTC	30700	35978	40700
Expected to hand salary (per TDS)	29581	34845	39571
Yearly CTC		458400	
Yearly Inc. tax**		41600 (After 1.5 Years in permanent employment)	
Total Annual Incentive		500000	

Wishing you a long and fruitful stay.

For Daffodil Software Pvt. Ltd.

Daffodil Software Private Limited
(*Previously Daffodil Software Limited*)

Authorized Signatory
Registered Office

5th Floor, Tower 8-1, DLF Saksham SEZ, Sector-39, Gurgaon-122001 (Haryana), INDIA. Tel: +91-0124-6817000

Branch Office : 4th Floor, Naitropolis Mall, Industrial Area, Phase-125005 (Haryana), INDIA.

Web Address : www.daffodil.com | Email-Id : info@daffodil.com

CIN : U74899HR1999PT0001690

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch



Careers @ Vinove <careers@vinove.com> (sent by ashwani.kumar@valuecoders.com)
to sparshgo08, ma, mahesti, Palak

Hi,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)
Plot No. 55P, 1ind Floor, Sector 44, Gurgaon

About the Company:

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Sparsh Goyal <sparsh14106dgign@gmail.com>
Sent: Thursday, December 8, 2022 5:22 PM
To: tpo@gnindia.dronacharya.info
Subject: FW: Congratulations on your selection!

Categories: Yellow Category

Sent from Mail for Windows

From: Campus Hiring
Sent: Thursday, December 8, 2022 2:37 PM
Subject: Congratulations on your selection!

Dear Student,

Trust you are doing good!!

We thank you for taking the interview process with Nagarro and giving us an opportunity to work with you.

Further to your application for employment with us and the subsequent selection process, we are delighted to announce you the date of joining i.e., **01st March 2023**.


On joining the company, you will be required to undergo a mandatory training program for a few months. Further details regarding your salary and job will be shared in the offer letter.

Your employment will be governed by the rules, regulations, and policies of the company. The enforcement of this Letter of Intent and the validity of the formal offer letter issued to you are subject to your successful completion of graduation/post-graduation without any active backlog papers. You must also have the minimum pass percentage required for the campus recruitment program.

PS: You will be onboarded virtually. As a truly future-oriented company, we believe in giving a choice to where you'd like to work from and have opted for #WorkFromAnywhere. At the same time, we are also reopening offices across the country in case fully vaccinated Nagarrians would like to visit the office on scheduled days and meet & socialize with other Nagarrians.

We can't wait to have you on board, congratulations once again!

Warm regards,
Campus Hiring Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

To,
Sonali Singh

Date: 05.12.2022

Subject: Letter of Offer

Dear Sonali,

It gives us immense pleasure to welcome you to the team at **Eicore Technologies Pvt. Ltd.**

We are pleased to offer you the position of **Associate Software Engineer** at **Eicore Technologies Pvt. Ltd.** with a start date of **09.01.2023**.

This letter sets forth the terms of appointment.

1. Designation: Associate Software Engineer
2. Place of Posting: Plot No. 577, Udyog Vihar, Phase V, Gurgaon, Haryana - 122016
3. Date of Joining: 09.01.2023
4. Stipend: 12,000 INR
5. Background Checks: Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. We will let you know the final status of your check once it is completed.
6. Confidentiality: You shall always maintain confidentiality on all aspects of the letter of offer. You shall not divulge, communicate, or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.



EICORE TECHNOLOGIES PVT. LTD.

Corporate Address | Plot No. 577 Udyog Vihar, Phase V, Gurgaon - 122016 Haryana, India, Phone | 0124 607 6600
web | www.eicoretech.com, E | info@eicoretech.com, GST No. | 06AABC15766R1ZY, CIN No. | U45201DL2005PTC142689


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

7. Internship Period: You shall be on Internship for a period of three - six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

8. Bond: You will be required to sign a Bond at the time of joining, which will be enforced after completion of Internship period is complete and your services are confirmed.

- Sharing of this information with any third party will result in withdrawal of your letter of offer.
- You will be eligible for gratuity as per the Payment of Gratuity Act'1972.
- You will be eligible for Labour Welfare Fund as per the LWF Act' 1965.
- You will be covered in the Group Mediclaim Policy including your spouse & 2 children with family floater sum insured of 3 lakhs after completion of the Internship period.
- You will be covered in the Group Personal Accident Policy after completion of the Internship period.
- All forms of compensation referred to in this letter are subject to deduction of taxes required by law.
- A detailed Appointment Letter will be issued to you soon after you have joined the Company.

Yours sincerely,



I hereby accept the above offer.

Candidate's Name & Signature

Head - Human Resources

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



28th September, 2022

Ms. Sonali Pal,
Janakpur, New
Delhi- 110045

Dear Ms. Sonali,

Subject: Offer of Employment with NetProphets.


We are pleased to offer you an employment as **Software Engineer Trainee** at NetProphets Cyberworks Private Limited. Your initial posting shall be at our Noida, Sector 62 Location. However, based on the work requirements, you may be posted at any of the NetProphets or at its client work locations, India or abroad. Your joining date would be on **03 October, 22**.

- Your annual Cost to Company (CTC) shall be **INR 3,00,000**, The CTC includes Company's contribution towards PF and Medical Insurance, The breakup of your salary structure is attached at **Annexure 1**.
- You would be on a training period for one year. You shall be confirmed as Software Engineer on successful completion of training. On confirmation, your CTC shall be **INR3,60,000**.
- This offer of appointment is subject to the successful completion of your B. tech degree course prior to due joining date.

In order to verify the information about your qualifications, experience & personal details, please provide the supporting documents, on the day of joining, as per details mentioned in **Annexure 2**.

Appointment letter shall be issued to you upon joining the company which will state the detailed terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

- a) You would be on probation period for six months and would be confirmed after that on the basis of overall performance.
- b) You shall be following normal business hours as per the Company's Working Hour Guideline. Some specified roles may also require shift working outside of normal working hours in order to fall in line with business requirements/exigencies from time to time. While working on onsite projects working hours and notified holidays of the client location will apply.
- c) In the event of your deciding to leave NetProphets, you shall be required to serve two months' notice period.
- d) You will fall into the normal appraisal cycle of NetProphets, which is currently in April of every year.
- e) You shall have to sign a Non-Disclosure Agreement (NDA) at the time of joining.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



- f) Your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
- g) Unless extended in writing by NetProphets, this offer of employment is valid only up to the given joining date.

On your day of joining, you are requested to report at our office situated at **C-56 A/12, 6th floor, Sec 62, Noida-20130** at **10:30 am** and contact **Ms. Lydia George, Mob No- 9971129635**.

We are all looking forward to having you on our team & an exciting journey together.

For NetProphets Cyberworks Private Limited

Ramesh Malhotra

(Chief Operating Officer)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above-mentioned offer letter and I hereby confirm the acceptance of the same. I will be reporting for duty on **03 Oct, 22**.

Date: _____

Signature: _____

(Sonalika)

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

**This is a computer-generated document hence 'No signature' is required*



Annexure-1

Salary – Structure

Employee Name		Sonali Pal	
Designation		Software Engineer Trainee	
A. PARTICULARS		Monthly	Annual
1.1	Basic Pay	10,000	1,20,000
1.2	House Rent Allowance	5,000	60,000
1.3	Leave Travel Assistance	1,042	12,500
1.4	Conveyance Allowance	1,600	19,200
1.5	Medical Allowance	1,500	18,000
1.6	Special Allowance	2,687	32,248
Total		21,829	2,61,948
B. DEDUCTIONS			
2.1	Employee Provident Fund	1,800	21,600
2.2	Medical Insurance	350	4,200
2.3	Income Tax*		As per IT Act
Total Deductions (Excluding Income Tax)		2,150	25,800
Net Pay (Before income Tax)		19,679	2,36,148
C. BENEFITS			
3.1	Employer Provident Fund	1,800	21,600
3.2	Medical Insurance - Company Contribution	300	3,600
3.3	Gratuity**	481	5,772
3.4	Life Cover Insurance	590	7,080
Total Benefits		3,171	38,052
Total Pay Package (A+B+C)		25,000	3,00,000
*Income Tax- As per the IT Act			
** Gratuity as per the Payment of Gratuity Act.			

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201300



**NetProphets
Cyberworks**

NetProphets Cyberworks Pvt. Ltd.
Technopolis 6th Floor, C-55A /12, Sector 62,
Noida - 201301 U.P. India
+91 120 478 4999 www.npglobal.in

Annexure -2

As part of the joining, please get the following documents:

- 1) Latest passport size photographs- 4.
- 2) PAN card (Mandatory). In case of non-availability of PAN, photocopy of application.
- 3) Aadhar Card (Mandatory).
- 4) Proof of Residence.
- 5) Educational degrees and certificates.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Neha Tiwari <neha.tiwari@ucertify.com>
Sent: Thursday, October 13, 2022 10:54 AM
To: v.varunsingh123@gmail.com
Cc: TPO; Ayush Mittal
Subject: Final Selection Letter @ uCertify

Dear Varun Singh,

Congratulations! We are pleased to inform you that you have been selected @ uCertify as a **Sales Associate Trainee** at **Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.

You may be wondering what it's like to work at uCertify. First of all, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to answer that we don't believe in average or typical days. Everyday is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged, but also rewarded. If you are someone with a passion to learn and work hard, you will thrive in our fast-paced, challenging, yet friendly environment where you will be valued. We believe you are one of these people and look forward to your continued success with us.

Want to show off your new company? You should! uCertify is a fast growing company with a worldwide customer base in over 100+ countries! In the past few years, the company has worked to tremendous growth, made possible by a motivated and talented team. What do we do? uCertify's flagship product is our unique, smarter learning platform - the Prep Engine. It is an interactive, electronic learning system that combines step-by-step, guided learning with realistic exam simulation for IT certification exams. We take pride in making our products easy to use, effective and fun. Learning is a big deal to us. We don't just want to create software - we want to create software that rocks!

Again, congratulations! We will be in touch with you shortly and hope that you will be a part of the uCertify family very soon.

Thanks & Regards
Neha Tiwari
HR Recruiter
Ucertify Training & Learning Pvt Ltd (Noida)

Office - G-50, Sector 63 near Mahindra First Choice Centre
Head Office - Opposite Law Faculty of AU, Chaitham lines

Mobile - 8707338640
Phone - 0120-4540091
Email - neha.tiwari@ucertify.com
website - <https://www.ucertify.com/>



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Letter of Intent

September 12, 2022
Yash Bhargav
Dronacharya Group of Institutions, Greater Noida

Dear Yash Bhargav,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs. 15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC



HEXWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Date: 14 Nov 2022

Mr. Divyanshu Agarwal

Address: - H no, 216, brahmanpuri chowk bazar,
Bulandsheher, UP- 203001

Sub: Offer Letter for the position of "Software Developer Trainee"

Dear Divyanshu,

With reference to your application & discussions we had with you, we are pleased to offer you a job in our organization W3villa Technologies as a **Software developer trainee** on the following terms & conditions.

- You are required to join our Office at Noida on or before **16th Jan 2023** failing which this letter of offer will lapse automatically.
- Your annual gross salary will be INR 1.8 LPA, your first appraisal will be after 6 months and second appraisal will be after 1.5 years, also as per the JD the retention bonus of 1 lakh Rs will be dispersed after completing 2.5 years in the organization from the Date of joining.
- On joining the service of the Company, you subject to, "authentication of your submitted credentials", a detailed Letter of Appointment will be shared setting out the terms & conditions agreed upon by you at the time of the interview.

Please acknowledge and return one copy of this letter of offer duly signed by you indicating therein the date by which you will join the services of our Company.

Yours sincerely,
W3villa Technologies Pvt. Ltd.

Gitanjali Verma
AVP-HR



Acceptance:

I hereby accept the position and terms and conditions of employment offered. A copy of my resignation letter from my current employer is attached for your records and all required documents shall be provided to the Company as soon as possible.

Date: 14 Nov 2022

Signature:



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Date: 14 Nov 2022

Mr. Divyanshu Agarwal

Address: - H no. 216, brahmanpuri chowk bazar,

Bulandsheher, UP- 203001

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- You are required to join our Office at Noida on or before **16th Jan 2023** failing which this letter of offer will lapse automatically.
- Your annual gross salary will be INR 1.8 LPA, your first appraisal will be after 6 months and second appraisal will be after 1.5 years, also as per the JD the retention bonus of 1 lakh Rs will be dispersed after completing 2.5 years in the organization from the Date of joining.
- On joining the service of the Company, you subject to, "authentication of your submitted credentials", a detailed Letter of Appointment will be shared setting out the terms & conditions agreed upon by you at the time of the interview.

Please acknowledge and return one copy of this letter of offer duly signed by you indicating therein the date by which you will join the services of our Company.

Yours sincerely,
W3villa Technologies Pvt. Ltd.

Gitanjali Verma
AVP-HR

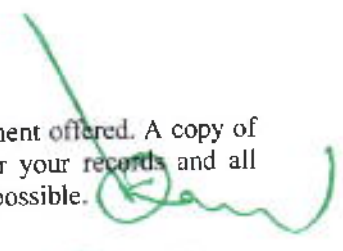


Acceptance:

I hereby accept the position and terms and conditions of employment offered. A copy of my resignation letter from my current employer is attached for your records and all required documents shall be provided to the Company as soon as possible.

Date: 14 Nov 2022

Signature:


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Confirmation for joining

1 message

hr <hr@hostbooks.com>

3 December 2022 at 17:58

To: "vineetranjan2015@gmail.com" <vineetranjan2015@gmail.com>

Cc: Biswaranjan Mishra <biswaranjan.mishra@hostbooks.com>, Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>, Preeti Bhatt <preeti.bhatt@hostbooks.com>, Mohit Yadav <mohit.yadav@hostbooks.com>

Dear Vineet Ranjan,

This is in reference to your joining on dated **05th- December - 22 (Monday)** as **Relationship officer – Intern Stipend Offered INR 15,000/- (Fifteen Thousand Only) Per Month** for the location of **Gurugram**.

The duration of the internship program will be of Six Months.

Your appointment letter will be issued after completing your 2 weeks training period successfully.

Below is the list of documents you are supposed to submit a photocopy of the same to the HR department to proceed with your further joining formalities.

- Aadhaar Card
- PAN Card
- Permanent Address Proof (if same is mentioned on Aadhaar, no need for additional proof)
- Current Address Proof (if permanent and current address are the same, no need for additional proof) –
- Education Certificates: 10th + 12th + Graduation (all years/semester mark sheets along with Degree) + Post Graduation if applicable (all years/semester mark sheets along with Degree).
- Previous employer Appointment Letter / Offer Letter
- Previous employer Relieving Letter / Experience Letter / Resignation Acceptance
- Last 3 months' Salary Slips.
- Cancelled Cheque of any savings account
- Passport Size photograph.

For any queries, please contact me.

Best Regards,



Gayatri Ujjwal Kumar Singh

Sr.Manager-HR

Plot No-356, Udyog Vihar, Phase-2
Gurugram, Haryana-122016



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch



Careers @ Vinove <careers@vinove.com> (sent by ashwani.kumar@valuecoders.com)
to vinov1@me, Patek, mahesh

Hi,

Many Congratulations for getting selected in "Yinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Dev

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the

You will be required to join the duties in the month of Jan'2023 from the office at the following address. The exact Date Of Joining is

Yinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Yinove Company)
Plot No. 55P, 11nd Floor, Sector 44, Gurgaon

About the Company:

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Mar 16, 2022

C 165 Samta Enclave,
Qutub Vihar Phase 1
South West Delhi 110071

Sub-Offer Letter

Dear Abhishek Singh,

Thank you for discussing an opportunity to be a part of **Associate Quality Engineer Scheme** with **Taazaa Tech Pvt. Ltd.**

Based on our discussions, we are pleased to offer you the position of **Associate Quality Engineer Trainee (AQET)** on a monthly stipend of **Rs. 10,000/- Per Month** for initial period of **three months** from the date of your joining **Taazaa Tech Pvt. Ltd, at H-221, Sector-63, Noida**. Upon joining we will establish performance goals and objectives.

Date of Commencement of Training: You are required to join the Training on or before **Mar 21, 2022** at Infinity Business Park, First Floor, H-221, Sector 63, Noida.

The Associate Quality Engineer Training period may be extended or terminated at the sole discretion of the management based on your performance during the Training.

After successful completion of three -month AQET to the satisfaction of your reporting manager, your services will be regularized on the rolls of Taazaa Tech Pvt. Ltd. as **Associate Quality Engineer on an annual cost to company (CTC) of Rupees Three Lacs and fifty thousand Per Annum** inclusive of Monthly Salary, Annual Benefits, Gratuity, and related statutory benefits.

Conditions of Employment:

- In case, you wish to resign during the period of AQET, you will be required to serve one-month notice in writing.
- At Taazaa, we will invest in your training and growth to make sure you embody our core values and excel at what you do. This will include trainer, mentoring with our senior team and lot of educational resources at your disposal. It is our expectation once you learn, you will contribute back by joining one of our product developments teams as a productive contributor. However, if you chose to leave before completing 12 months for any reason, we expect that you pay Rs. 50,000/- back to help cover the training costs.
- If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated without any notice.

H-221 , First Floor, Infinity Business Park,
Sector 63, Noida, UP, 201301

0120-4272072, 73, 74


Director
Dronacharya Group of Institutions
29, KP-III, Greater Noida-201306



Upon your joining the services of Taazaa, as Associate Quality Engineer, you will be issued a detailed appointment letter, setting all the terms and conditions of your employment along with detailed components of the CTC mutually agreed. Kindly bring the documents as per Annexure at the time of reporting for AQET Training.

We look forward to welcoming you to the pursuit of excellence with Taazaa as valued team player.

With best wishes and warm regards,

Bidhan Baruah
Chief Operating Officer

Please put your signature if you accept the above offer.

Abhishek Singh

Abhishek Singh

H-221 , First Floor, Infinity Business Park,
Sector 63, Noida, UP, 201301

0120-4272072, 73, 74

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306
www.taazaa.com

ANNEXURE

Documents to be submitted

The following documents have to be submitted on the joining date:

1. Photo ID proof: PAN card / Election Card / photocopy of the passport / Aadhar UID card / Driving license
2. Address Proof
3. Photocopies of all Educational Certificates
4. Photocopy Birth Certificate (HSC Certificate) / PAN Card / Passport / Driving License
5. Photographs: 2 passport size
6. Two professional References / Contacts with the detailed postal address and phone numbers

H-221 , First Floor, Infinity Business Park,
Sector 63, Noida, UP, 201301

0120-4272072, 73, 74



Director
Dronacharya Group of Institutions
27, KPN, Greater Noida-201306

TITLE	Freshers AQET
FILE NAME	Freshers AQET.docx
DOCUMENT ID	377f9a0bd7c2ef710274ca7ee15aa7bdd9eccbd9
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	* Signed

This document was signed on app.breezy.hr

Document History

 SENT	03 / 16 / 2022 10:35:23 UTC	Sent for signature to Abhishek Singh (abhisheksinghjack40@gmail.com) from system@breezyhr.com IP: 54.91.62.227
 VIEWED	03 / 16 / 2022 10:46:45 UTC	Viewed by Abhishek Singh (abhisheksinghjack40@gmail.com) IP: 163.53.254.79
 SIGNED	03 / 16 / 2022 11:02:59 UTC	Signed by Abhishek Singh (abhisheksinghjack40@gmail.com) IP: 163.53.254.79
 COMPLETED	03 / 16 / 2022 11:02:59 UTC	The document has been completed.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



23rd Feb 2022

Mr. Akshay Kumar
Mob: - 9557594942
Institute: - Dronacharya College of Engineering, Khentlawas, Gurgaon

Subject: Offer Letter – Graduate Engineer Trainee

Dear Akshay ,

Congratulations!

We are pleased to offer you a career with us as **Graduate Engineer Trainee (GET) in grade L-1.** at **Skilrock Technologies Pvt. Ltd.** on the following terms:

1. You shall be offered an annual Cost to Company (CTC) of **INR 4,60,385/- (Rupees Four Lac Sixty Thousand Three Hundred and Eighty Five Only)** upon successful completion of on-the-job training as GET to the satisfaction of your reporting manager as assessed after you have completed minimum two (2) complete calendar quarter of training with the company, as per **Annexure A.**
2. During the initial period of your engagement with the company with effect from **proposed Date of Joining (1st March 2022)** as Graduate Engineer Trainee, you shall be paid a **monthly stipend of INR 24,000/- (Rupees Twenty Four Thousand Only)** Per month. You shall continue to be designated as Graduate Engineer Trainee, till your services are regularized in writing as Software Engineer in Grade L-2 by the company and thereafter the proposed annual CTC of **INR 4,60,385/- (Rupees Four Lac Sixty Thousand Three Hundred and Eighty Five Only)** would be applied as per **Annexure A.**
3. This offer is valid subject to your joining on proposed DoJ. If there is any change in Date of Joining by Management, it will be informed accordingly in writing. Though your place of posting will be considered as : Skilrock Technologies Pvt. Ltd., Plot No, 138, 2nd Floor, Sugal & Damani Building, Shankar Chowk Road, Udyog Vihar Phase 1, Sector 20, Gurugram, Haryana 122001. However, in the consideration of current pandemic, we have offered Work-From-Home (WFH) to majority of our employees. However, depending on business needs, a few employees are also called to office for better collaboration.
4. It is mutually agreed among us that upon regularization of your service, you will stand committed to serve the company for a minimum tenure of two (2) years which will be exclusive of notice period and you will continue to perform to the satisfaction of your reporting manager. In case of any violation on your commitment, the management shall recover the increment amount paid to you as increment over the agreed stipend from the date of your regularization till your Last Working Date with the company.
5. During the tenure of your engagement with the company as **Graduate Engineer Trainee**, either side can terminate the service by giving minimum 45 day notice in writing. However, if the company terminates your training due to non-performance or any misconduct, the company shall not be liable to serve any notice period.
6. The management has right to offer the joining and or transfer you to any of its company, group companies, subsidiaries and/ or affiliates, anywhere in India or abroad, at its sole discretion.



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Plot No, 138, Shankar Chowk Road, Udyog Vihar Phase-1, Sector-20, Gurugram, Haryana 122001, India

Telephone: +91 124 382888 Email: commercial@skilrock.com, CIN: U72900DL2008PTC175366

7. You are expected to sign a separate contract of employment which will include Appointment Letter, Code of Conduct, Confidentiality Agreement, Non-Compete Agreement, Non-Disclosure Agreement and Software Rights Agreement etc. You are expected to be bound at all times by the company's Code of Conduct and Policies (which may be amended or introduced from time to time).
8. You are expected to ensure the protection of all confidential information and intellectual property rights of the company, in your knowledge at all times. You further warrant that you shall not use the confidential information and infringe upon the intellectual property rights of any third party including any previous employer.

This offer letter is valid subject to clearance of your background verification.
With best wishes,

For Skilrock Technologies Pvt. Ltd.



Note:

On your Date of Joining (DOJ), please ensure to bring the following with you:

- a. 5 copies of your latest color passport size photograph.
- b. Self-Attested photocopies of the following certificates along with the originals for verification:
 - i. Educational qualification starting from Class X and experience certificates/ Internship Letters, as applicable.
 - ii. A copy of valid Passport, Aadhar Card, PAN Card, Voter ID Card and Driving License.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Annexure A

Date: 23rd Feb 2022

Name: Akshay Kumar
 Designation: Software Engineer
 Effective Date: To be Decided based after Successful completion of two calendar quarter of Training


Proposed Compensation Structure after Successful Completion of Training		
	Monthly Salary (INR)	Salary Annualized (INR)
Basic Salary	18,000	2,16,000
HRA	9,000	1,08,000
Special Allowance	7,000	84,000
Gross Monthly Salary (A)	34,000	4,60,000
Annual & Statuary Benefits		
Performance Bonus		36,000
Health Insurance Premium		3,000
Term Insurance Premium		3,000
Gratuity as per Payment of Gratuity Act		10,385
Total Annual & Statuary Benefits (B)		52,385
Annual Cost to Company (A+B)		4,60,385

Note:

- Your compensation is strictly confidential and it should not be discussed with anyone other than HR Team of the company.
- Payment of Bonus is subject to your company's performance as assessed the management and your continuity of service with the company till the date of disbursement, provided you are also not serving the notice period.
- The entitlement for Payment of Bonus shall be linked to your performance rating as: A+ = 100%, A = 80% & B+ = 60% of total entitlement.
- Payment of Gratuity shall be upon cessation of your service after completing minimum five (5) year of service as per Payment of Gratuity Act.
- The above salary shall be payable to you upon your successful completion of training, and subject to Tax Deduction at Source (TDS) as per the Income Tax Planning declaration submitted by you and any other legal deduction.

For Sisko Technologies Pvt. Ltd.


 Authorized Signatory


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Date: 4th December 2021

Dear Akhand Pratap Singh,,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. Your total CTC will be Rs **3.5 Lakhs** per annum (Three Lakhs Fifty Thousand Rupees Per Annum). 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 **5 December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5 December 2021**, 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


Director
Dronacharya Group of Institutions
27, K.D. Hall, Greater Noida-201305

Annexure 1

Compensation Break-down		
Name	Akhand Pratap Singh	
Designation	Quality Analyst	
Grade	-	
Department	Professional Services	
Cost to Company	3.5 LPA	
Components	PM	PA
Basic	11666.67	140000.04
HRA	5833.34	70000.08
Leave Travel Allowance	0	0
Statutory Bonus	971.83	11661.96
Special Allowance	7694.826	92337.912
Fixed Component	26166.666	313999.992
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	0
Joining Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27366.666	328399.992
Total CTC	29166.666	350000

R Cloud Computing Solution Company


Director

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

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)

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

A Cloud Computing Solution Company



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.
- 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.

This is a digitally produced letter no physical signature is needed.


Dronacharya Group of Institutions
27, Kirti, Greater Noida-201306

A Cloud Computing Solution Company



KELLTON TECH

CIN NO. L72207TG1993PLC016819 | BSE: KELLTONTech

Date: 13th January 2022

To,

**Mr. Akhand Pratap Singh
Gurudronocharya**

Subject: Offer Letter

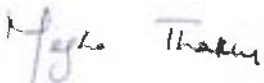

Dear Akhand,

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 **14th January 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)

Senior Manager – Human Resources



Director



KELLTON TECH

CIN NO. U72200TG0909PLC016819 | ISE - KELLTONTech

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. Three (3) 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

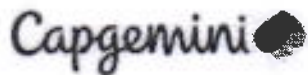
This is to certify that I have read and understood all the above terms and conditions mentioned in Annexure A and I hereby accept and agree to abide by them. I will be reporting for duty on **14th January 2022**.

Date: _____

Signature: _____
(Akhand Pratap Singh)

Director

Dronacharya Group of Institutions
27, KP 155, Greater Kailash-1, New Delhi-110048



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1378325

Letter of Intent ("LOI")

Dear Akash Chauhan,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.


The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Director
Dronacharya Group of Institutions
22, KP III, Greater Noida, UP-201308

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1378325**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1378325**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1378325**

Thanking you,


Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature


Director
Dronacharya Group of Institutions
27, 10th Floor, Connaught Place, New Delhi 110028

ANNEXURE 1

Akash Chauhan
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature.

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Ref: PMI/HR/LOI/2022/15

Dated 04 February -2022

Mr. Ajay Singh Panwar
863-B K-II Block, Sunday Bazar Sangam Vihar
South Delhi
Delhi - 110062
Mob No. 7210428709

Dear Mr. Ajay,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization on the terms and condition as mutually agreed upon.

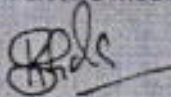
You are requested to join your duties with us on or before **07/02/2022**, in case you do not join by said date, your letter of intent shall automatically stand cancelled for which no separate notice will be sent. This letter is valid subject to your being found medically fit by Registered MBBS doctor. Please also note that this is a letter of intent only and detailed letter of appointment and responsibility chart as discussed at the time of interview shall be issued to you on joining your duties with us. Please sign the duplicate copy of this letter as token of your acceptance.

Please note that at the time of joining our organization, you will be required to submit the following mandatory testimonials/ documents: -

01. Original as well as photocopies of academic and professional qualifications.
02. Govt. ID proof like PAN, Aadhar card, Voter card, Ration card.
03. Three recent passport size-colored photographs
04. Medical fitness certificate by MBBS doctor.
05. Covid-19 fully vaccinated certificate copy

Thanking you

For PMI Electro Mobility Solutions Pvt Limited



SANDEEP KHOLA
(HEAD-HR)

Cc: Personal file



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

PMI ELECTRO MOBILITY SOLUTIONS PRIVATE LIMITED

Registered Office : B 11, 1st Floor, Greater Kailash Enclave II, New Delhi - 110048

Factory Address : Plot No. 39, Industrial Area, Dharuhera, Rewari, Haryana 123106

Tel : 011 - 4557626 | www.fotonpmi.com | info@fotonpmi.com

CIN No. U45100DL2017PTC319899 | GSTIN : 06AAECJ0153A1ZB



APPOINTMENT LETTER

January 21, 2022

Dear Aditya kumar,

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.

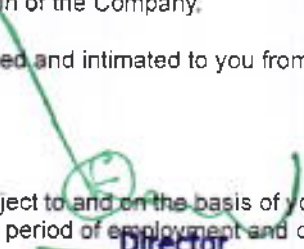
2. Compensation:

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:


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- 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.
- 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

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.
- 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 information 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


Director

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 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:
- You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - 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.

Director
Dinakar's Group of Institutions
27, KP-III, Greater Noida-201308

10. Training Agreement:

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 Shailen
General Manager - Human Resources

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

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

Director
Dronacharya Group of Institutions

27/01/2022

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

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: policyclearinghouse@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 policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

Director
Dronacharya Group of Institutions
27, 10/22/2022

I Aditya kumar, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- 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: Aditya kumar

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
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
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 payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- 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 illness, death in immediate family or self-marriage
- 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.

Director
Director, HR & Compensation
Director, HR & Compensation
 27, KP-II, Greater Kolda-201306

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:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. 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.
- III. 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
- IV. In the event of your deputation to a location outside your base location, at the time of bonus 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.


Director
Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

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 myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This 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 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 exception 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:


Director
Dronacharya Group of Institutions
22, KP-III, Greater Noida-201306

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:

- 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 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 :

- 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.
- 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.

Accept Decline


Signature Aditya kumar 21/1/2022 10:50 PM

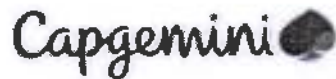
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T +91 (80) 2844 0011
Doddakannelli F +91 (80) 2844 0054
Sarjapur Road E info@wipro.com
Bengaluru 560 035 W wipro.com
India C L32102KA1045PLC020800

23282685


Director
Dronacharya Group of Institutions
27, KM-110, Greater Noida-201306



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1364482

Letter of Intent ("LOI")

Dear Aditya kumar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Director
Dronacharya Group of Institutions
27, KP-III, Ghatkopar East, Mumbai - 400 075

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1364482**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1364482**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1364482**


Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature


Director
Dronacharya Group of Institutions
27, KP-III, Ghaziabad-201315

ANNEXURE 1

Aditya kumar
Analyst and A4


Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14 Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: UB5110PN1993PLC145950


Director
Dronacharya Group of Institution
27, KP III, ...

Congratulations [Adarsh Dubey] Letter of Intent - [Successive Technologies] ✕ 🖨 📧



ATS <mailto:hr@successive.tech>

Mon, Dec 6, 2021, 9:25 PM

to me, macharita.roy, beena.sharma, jyoti.sagar, manisha.cawel, nidhi.singh, accounts, srid

Dear Adarsh,

This is in reference to your candidature for the applied position at Successive Technologies, we are glad to share with you that your candidature has been shortlisted and we are excited to have you as part of our Successive family. We have been impressed with your competencies in relevance to the job requirement and would like to formally express our intention to offer you. As discussed during the interview. You are requested to share the below requirements as early as possible so that we can generate the offer accordingly.

In the case of previous employment (Scan Copy of below documents)

1. Last three (3) Months Salary Slip
2. PAN Card and Aadhar Card (Both sides scanned copy)
3. Offer Letter/Appraisal Letter (As per current CTC)
4. Relieving Letter/Resignation Acceptance

In the case of Fresher (Scan Copy of below Documents)

1. ID Proof (Aadhar Card and PAN)
2. Graduation/Post Graduation mark sheet and degree


We would like to have your response by EOD. In the meantime, please feel free to contact us via email or phone on 9999001369, should you have any questions.

*As early as we receive the mandatory documents, we will share a copy of the offer letter via email.

Regards,

HR Representative
Successive Technologies




Director
Dronacharya Group of Institutions
27, KP-110, Gurgaon, Haryana

<JOINING DOCUMENTS_ TAAZAA INC> 100%



Namrata Singh namrata.singh@taazaa.com
to -

Wed, Feb 9, 1:22 PM ☆ ↶ ⋮

Dear Applicants,
Congratulations on your selection in TAAZAA INC !!!
Please share the below mentioned documents for further process.

- One identification document proof eg: **Adhaar** (Back copy and Front copy)/ **Pancard** /driving license
- Current Address with Pin code (Mandatory for the Offer Letter)
- Educational Certificate and Marksheet (10th, 12th, Graduation)

Notes- Kindly share your docs ASAP.

Namrata Singh

Talent Advocate



📞 9289137085

✉ namrata.singh@taazaa.com

🌐 www.taazaa.com

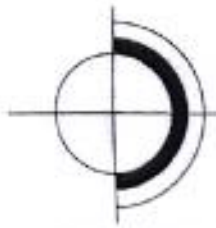
TAAZAA INC

H- 221, SECTOR 63 NOIDA FIRST
FLOOR
INFINITY BUSINESS PARK



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



ENGINEERING SERVICES
FOR INDUSTRIAL
AUTOMATION

DAKSH AUTOMATION

B-152
SECTOR 52
NOIDA UP 201301
INDIA

TEL: +911204131919
9810884415
E-mail
dakshautomation@gmail.com

To,

Abhishek Tripathi

Subject : Letter of Intent

Dear Sir,

Dear Mr Abhshek

As we see your Interest in work with us during your training for more than three months so we are pleased to inform you that we are appointing you as a service electronics engineer in our company with a stipend of Rs3,60,000/- as a trainee engineer.

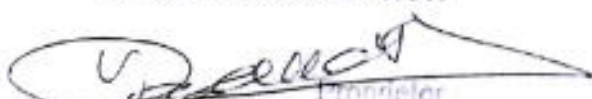
You are requested to send your formal acceptance for this letter within 7 days of issue of this letter through mail to company.

You have to carry the followings

- 1 Passport Size Photograph
- 2 Pan card
- 3 Aadhar Card
- 4 Educational Mark sheet and Certificate
- 5 Blood Group Report

For Daksh Automation

For DAKSH AUTOMATION


(Prem ballabh) 15/2/2022


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1438278

Letter of Intent ("LOI")

Dear Abhay Kumar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida - 201308

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1438278**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1438278**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1438278**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature.



Director

Dronacharya Group of Institutions
27, KP-II, Sector 14, Gurgaon, Haryana

ANNEXURE 1

Abhay Kumar
Analyst and A4


Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office, Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Aaditya Bhardwaj <aadityabhardwajofficial@gmail.com>
Sent: Saturday, December 18, 2021 11:24 AM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Wipro Campus Update_LOI

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

From: Campus HR Team <wipro+email+2w7jq-ee45038718@talent.icims.com>
Date: Sat, 18 Dec, 2021, 10:26 AM
Subject: Wipro Campus Update_LOI
To: <aadityabhardwajofficial@gmail.com>

December 18, 2021

Dear Aaditya Bhardwaj ,
Resume Number - 23378385

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.



Director

In addition to the above-mentioned salary, you will be eligible for a special bonus based on performance based and will be merged (added) to your salary after 12 months from the date of payment. 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	25,000 – 75,000
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:

1. 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

2. 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.

3. 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

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. 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.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



This message was sent to aadityabhardwajofficial@gmail.com. If you don't want to receive these emails from this company in the future, please go to: <https://wipro.icims.com/icims2/?r=F87A23378385&contactId=16053914>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Director

Bronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Motherson Sumi Systems Limited



C-14 A&B, Sector-1, Noida - 201301
Distt. Gautam Budh Nagar, (U.P.) India
Tel: +91-120-6752100, 6752278
Fax: +91-120-2521866, 2521966
Website: www.motherson.com
CIN - L34300MH1986PLC284510

07th February 2022

Mr. Sudhakar Pandey
R2 89/A Shivpuri gali no 2 rode no 2
Deempur New Delhi 11004

LETTER OF OFFER

Dear Mr. Sudhakar

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Graduate Engineer Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **14th February 2022 at 9.00 AM.**

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Motherson Sumi Systems Ltd.


Anurag Gahlot
Vice President- HRM




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

FIORA ONLINE LIMITED
A **TATA** ENTERPRISE

Ref. No. : FOL-2021/153

Nov 22, 2021

Deepak Kumar
Ward No-36
Mohalla Pratap Ganj Sasaram
Rohtas - 821115

Offer of Appointment

Dear Deepak,

Further to your application and the subsequent interview you had with us, we have pleasure in informing that you have been selected for the position of "**Graduate Engineer Trainee**" for our "**Technology**" department on the following terms and conditions.

Although you have been appointed for Gurgaon, your services are liable to be transferred to any other establishment of the Company throughout India.

We hereby offer you a sum of **Rs. 370000/-** per annum as emoluments on the principle of "total cost to the Company". Statutory deductions such as contributions to Provident Fund, Professional Tax and/or any other deductions, as may be applicable in your case under the law, will be effected from the gross emoluments and the net amount derived after such deductions would be paid to you on a monthly basis. A detailed letter of appointment indicating the break-up of your emoluments and other service conditions in terms of a Service Agreement to be entered into will be issued on your joining the services of our Company.

As discussed, the date of your joining our services shall not be later than **01-Dec-2021**.

You will observe a six days working week.

Please note that this employment offer is subject to:-

1. Successful completion of the Background Screening process
2. Submission of all your educational & employment certificates in original for our verification.

We welcome you to our Organisation and sincerely hope that your association with the Company will be of mutual benefit and satisfaction for years to come. Kindly return the duplicate copy of this letter duly signed by you in token of your having accepted the terms and conditions herein contained.

With Best Wishes,

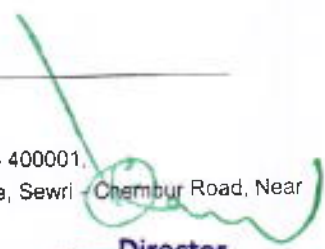
Yours faithfully,



Authorised signatory

I have read the above terms & conditions
of my appointment. I accept the same

Emp. Signature: _____



Director

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201305



Registered Office: 2nd Floor, TAJ Building, 210 Dr. D.N. Road, Fort, Mumbai – 400001.
Communication Address: 25th & 26th Floor, Lodha Excelus, New Cuffe Parade, Sewri - Chembur Road, Near
Imax Dome Theatre, Wadala, Mumbai – 4000037
Tel: (91 22) 67009026 | Fax: (91 22) 67009027 | Website: www.starquik.com
Corporate Identification No: U74999MH2017PLC303402

FIORA ONLINE LIMITED

A **TATA** ENTERPRISE

Annexure

Employee Name	Deepak Kumar	
Designation	Graduate Engineer Trainee	
Location	Gurgaon	
Particulars	Monthly Amount	Annual Amount
Basic	11310	135720
Additional Allowance	3690	44280
Consolidated Allowance	12115	145384
Employer PF (Basic + Additional Allowance)		21600
Gratuity *		6528
Mediclaim Premium **		15588
EDLI		900
Total	27115	370000
* The amount of gratuity is subject to Payment of the Gratuity Act 1972 and is payable only after completion of 5 years of continuous service.		
** Mediclaim premium is calculated for family i.e. employee, spouse, 2 children and is an indicative figure.		
Signature :-		



Registered Office: 2nd Floor, TAJ Building, 210 Dr. D.N. Road, Fort, Mumbai – 400001.
 Communication Address: 25th & 26th Floor, Lodha Excelus, New Cuffe Parade, Sewri - Chembur Road, Near
 Imax Dome Theatre, Wadala, Mumbai – 4000037
 Tel: (91 22) 67009026 | Fax: (91 22) 67009027 | Website: www.starquik.com
 Corporate Identification No: U74999MH2017PLC303402

Director
Dronacharya Group of Institutions
 27, KPM III, Greater Kailash - 201306

ent to offer Inbox x

Fri, Dec 31, 20

ad@snakconsultancy.com

SNAK ▾

Mr. Akshay kumar,

ings of the day.

s in reference to the interview; you have had with SNAK India Consultancy Services Private Limited.

atulations!! You have been shortlisted and we have an intent to offer you the following:

Is of Employment:

ination: Software Engineer

of Joining: 13th January, 2022

Location: Delhi/NCR

rting Office Address:


Director
Dronacharya Group of Institutions
27, W-21, Ghaziabad-201306

er

com <hr@whitenetgroup.com> Thu, Dec 16
39@gmail.com

Interview performance on the date of **15/12/2021 on the basis of Technical and behavioral remarks** your profile has been selected for the position of Jr. Software
"with The bond agreement of one year" in our reputed organization (White Net Group) by the HR Department.

Software Developer Trainee
.80 LPA (Salary would be increased after a training period of 3 Months depending on the technical performance).
1- Noida/Lucknow/work from home

Detail -

Date- 18/12/2021 (Saturday)
Time - 12:30 PM
Location 1- Block A-61 Sector 16 Noida,201301.

and Pan Card.
Certificates From High School till Last qualification.
NO of copy .
Including IFS & A/C Number.


Director
Proprietary Group of Institutions

Offer Letter Inbox x

ter <wipro+email+3raae-811c50a11b@talent.icims.com> [Unsubscribe](#)

Thu, Mar 31, 9:38 AM (4 days ago)

umar,

We are pleased to offer you the position of **Project Engineer** at Wipro.

Use the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

You need to accept the iCIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to discontinue your interest to be a part of Wipro fresher hiring process.

How to accept and save the Offer Letter

For a copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click**





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1368385

Letter of Intent ("LOI")

Dear Aman Aggarwal,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1368385**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1368385**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1368385**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306

ANNEXURE 1

Aman Aggarwal
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14 Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man
Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN:
U85110PN1993PLC145950



Director

Dronacharya Group of Institutions
27, KP-II, Ghazipur, Delhi-110032

APPOINTMENT LETTER

Name: Anant Singh
Address:
Post Meetal,
Teh Hathras,
Patti Samant
Mitai- Hathras-204101


01st Jul 2022

Subject: Appointment for the post of "Assistant Cyber Expert"

Dear Anant,

We are pleased to offer you, the position of **Assistant Cyber Expert** with **Heimdallr Solutions LLP** on the following terms and conditions:

- 1. Commencement of employment**
Your employment will be contractual and effective, as of **01st Jul 2022**.
- 2. Job title**
Your job title will be **Assistant Cyber Expert** and you will be reporting to the officer detailed by the department.
- 3. Salary**
You are employed on **CTC of 8 Lacs per annum**.
- 4. Place of posting**
Your work location will be at **New Delhi**.
- 5. Probation**
No probation for Contractual Appointment.
- 6. Hours of Work**
As per the assigned Department.
- 7. Leave/Holidays**
As per the assigned Department.
- 8. Nature of duties**
You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Ankush Tomar <ankushtomar433@gmail.com>
Sent: Monday, November 22, 2021 11:58 AM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Wipro Campus Update_LOI

Categories: Yellow Category

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

From: Campus HR Team <wipro+email+2nwc4-c762a1d4bb@talent.icims.com>
Date: Mon, 22 Nov 2021, 11:48 am
Subject: Wipro Campus Update_LOI
To: <ankushtomar433@gmail.com>

November 22, 2021

Dear Ankush tomar ,
Resume Number - 22553021

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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	25,000 – 75,000
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:

1. 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

2. 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.

3. 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

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. 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.

6. You shall keep the contents of this letter confidential


Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



This message was sent to ankushtomar433@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=4BEC22553021&contactId=14753044>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308

Date: 24th May 2022

Sub: Letter of Intent

Dear Avneesh Dubey

We are glad that the team from Schneider Electric interacted with you and assessed for a career opportunity with us. We strongly believe that Great People make Schneider Electric a Great organization; and, after several interactions and assessments that we had with you, we feel that you would be a good fit to join our league of Great People. Congratulations!

We are pleased to share this **Letter of Intent (LOI)** to hire you at Schneider Electric. Kindly be apprized that you have been Selected for an "Full Time" role. Also, note that the validity of this 'Letter of Intent' is subjective to your successful completion of your college degree program as per Schneider Electric's set eligibility criteria and you clearing the BackGround Verification (BGV) checks. This would mean that you have appeared for all the examinations as and when they were due and cleared all the papers including practical/orals etc., with no live backlogs till date with a minimum overall aggregate of **6.5 CGPA/CPI or 65% throughout your academics (i.e. in your 10th, 12th & your current aggregate for Graduation / Post-Graduation)**.

We would share a detailed offer letter with you, closer to your joining with our terms and conditions of the offer. In case, you fail to comply to the stated conditions at the time of joining, this offer may be revoked.

Kindly return a digitally signed copy of this LOI as an acknowledgement of your acceptance following which we would reach out to you and request for certain documents for initiating the background checks.

By signing this LOI, you acknowledge that you have carefully gone through the Job Description and understand that you are signing up for a Field Service Role with us. You are also aware that you may be deployed at any of our Schneider Electric office/locations, as the role demands, which shall be communicated to you. As part of your service agreement, you would have to serve a minimum of 2 years in the Company; failing which, you would have to pay a sum of INR 2,00,000 to the Company.

In case you seek any clarifications, feel free to reach out to us on manager.campus@schneider-electric.com

Thanking You

Campus Recruitment Team

Schneider Electric India

Your Full Name: _____

Your Signature & Date: _____


Director
Dronacharya Group of Institutions
27, KP-1, Greater Noida, Uttar Pradesh

Date: 22/02/2022

Intent to Offer

Dear Jaspal Rana,

Syntellect ID: ASBE20137261

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Director
Dronacharya Group of Institutions

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name:	Jaspal Rana	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Salary	11,667	1,40,000
Basket of Allowances	12,308	1,47,700
Gross pay and allowances	23,975	2,87,700
Provident Fund (PF)	1,800	21,600
Statutory Bonus	2,558	30,700
Statutory & Retirals Benefits	4,358	52,300
Cost to Company	28,333	3,40,000


Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

Employment Offer Letter

Oct 6, 2021

Dear **Archit Gopal**,

With reference to your test and Interview done with us, we are pleased to offer Appointment to you as "**Software Engineer Trainee**" on the terms and conditions given below:

You will be given initial CTC of INR **4,11,600.00 (Four lakh Eleven Thousand six hundred) per annum** as per below, starting from the date of joining.

Salary to Employee : INR 3.60 lakh per annum .

Family Health Insurance, Employer PF, Benefits: Minimum INR 51,600 per annum

After 3 months of training your Salary will be revised to **5.0 lakh per annum**

1. Please confirm your exact date of joining within a 2 days time. Working days will be 5 days a week and this is subject to any change that may come into force in future. Working Days and hours may change based on urgency of a project or a demonstration.
2. You will be part of i2v Software Product Engineering team. After short period of training, you will be given projects, modules for software development, programming and/or related activities. Besides these you will also be self responsible for product innovation and new feature development. Your performance will be reviewed after 6 months based on your work. This period may be less based on results produced and company's performance.
3. This appointment offer is made to work in i2v office at **Gurgaon**. Based on current Covid situation you may be required to work from home.
4. **You have to sign a 18 months agreement to work with i2v for minimum 18 months from date of joining.**
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other agreements as may be required by i2V from time to time.
6. The employee/trainee will be required to engage in no full time or part time job or be involved in any way with competitor's or other business activities either directly or indirectly during your employment with the company.

www.i2vsys.com


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

7. The employee/trainee will adhere to all the **rules and regulations** as per Company Policy.

The employee/trainee will not at any time divulge or make public any information regarding the research, products and administration of i2V Systems Private Limited, whether the same may be confided to you or become known to you, in course of your services or otherwise, except under legal obligations.

8. 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 i2V shall stand terminated/cancelled without any notice.

9. This enrollment and subsequent project allocation may be terminated by either party giving **60(sixty)** days notice. Whilst i2V reserves the right to release you upon your resignation prior to conclusion of your notice period without paying notice pay for the balance notice period, notice pay in lieu of notice is acceptable only on approval from your Project Leader.

10. You are required to accept this offer letter within 2 days time.

Kindly submit the following document on time of joining.

1. 10th , 12th , Graduation Semester and Post Graduation Certificates and other education qualification certificates.
2. Salary slips(if any) of last 3 months.
3. 2 passport size photographs.
4. Relieving letter from the last company

Welcoming you onboard and wishing you a long and mutually rewarding career with us. Please send us a confirmation for the same with exact date of joining.

Thanks and Regards,

For i2V Systems Pvt. Ltd.

(Sumit Aggarwal)

Founder

Sumit

Director

Name of the Employee: Bronacharya Group of Institutions
Signature: _____
27, 5th Flr, Gurgaon, Haryana-201305



APPOINTMENT LETTER

February 11, 2022

Dear Enjoy Maity,

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.

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 the Company's 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:

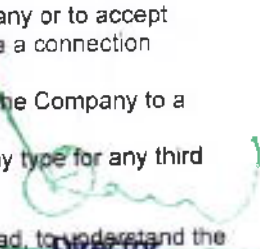
- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the 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.
- 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

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.
- 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.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Koida-201306

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 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 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th 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.

Director
27, KP-113, Global, Haldia-201306

10. Training Agreement:

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 Shailen
General Manager - Human Resources

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

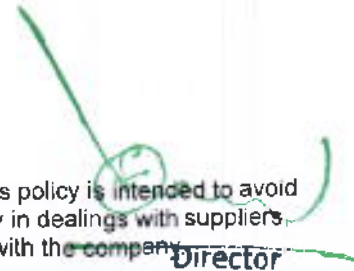
I shall be reporting for duty on

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


Director
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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

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: policyclearinghouse@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 policyclearinghouse@wipro.com.

Director
Dronacharya Group of Institutions
27, KPHS

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Enjoy Maity, confirm that I am voluntarily sharing my Personal Information including documents 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 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: Enjoy Maity

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
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
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 payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

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:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. 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.
- III. 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
- IV. In the event of your deputation to a location outside your base location, at the time of bonus 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:**


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201308

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 myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This 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 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 exception 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:


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Dronacharya Group of Institutions
0100-117306

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:

- 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 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.

(Handwritten signature)
Director
Wipro Academy of Institutions
27, KP-III, Greater Noida-201306

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: $\text{Basic} \times \text{No of years to Retirement} \times \text{Grade Factor} \times \% \text{ based on number and age of surviving members}$.

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 :

- 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.
- 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 manage 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 a 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.

Accept Decline


Signature Enjoy Maity 11/2/2022 9:51 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T +91 (80) 2844 0011
Doddakannelli F +91 (80) 2844 0054
Sarjapur Road E info@wipro.com
Bengaluru 560 035 W wipro.com
India C L32102KA1945PLC020800

23071771



Director
Secretary Group of Institutions
27, KR-III, Greater Kalyan-401505

you on your selection
and presents you our



Letter Of Intent Inbox



Capgemini vi... 11/15/2021
to me ▾



Capgemini

Love your career.
 your career.



Most Ethical
Company -
Eight times in a
row



We're highly-
rated on
Glassdoor



Capgemini
Research
Institute ranked
#1



Our gender
balance
initiatives



Our global
client stories

Dear Smita Singh,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been

Capgemini congratulates you on your selection and presents you our Letter Of IntentCapgemini via Superset <notifications@email.joinsuperset.com>
To: <bikramsingh182000@gmail.com>

Mon, 15 Nov 2021, 7:12 PM

Capgemini

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your career.

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Capgemini Research Institute ranked #1

Our gender balance initiatives

Our global client stories

Dear Bikram singh,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Nov 22, 2021 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets

and degree certificate.

Note the following points while completing the process :

- **Marksheets should be scanned and uploaded semester/year wise only**
- **Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only**
- **Maximum file size limit is 4MB**
- **The file nomenclature should be (FirstName LastName DocumentName)**

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

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Director
Dronacharya Group of Institutions
77, KP-III, Greater Noida-201315

Sumit Kumar Rai
K – 403, Shiv Gali, Punjabi Bazar,
Kotla Mubarak Pur,
Delhi - 110003

ADDRESS COWI India Private Ltd,
121, Phase - I
Udyog Vihar
Gurgaon - 122016
Haryana, India

TEL +91 124 4092500
FAX +91 124 4092571
WWW COWI IN
CA U7499HR1998PTC034105

DATE 30 June 2022

Dear Sumit,

With reference to your application and subsequent discussions, we are pleased to inform you that you are selected as a **Trainee** for BIM (Building Information Modeling) Training in our **Engineering Division - Bridge Section** at **Gurgaon**.

The training will be for a period of three months from **11th July 2022** to **11th October 2022** and will cover the theoretical concepts of BIM (Phase 1). On successful completion of first phase of the training, you will move to second phase of training and a full-time employment contract with COWI India will be offered. This is based on individual evaluation of the performance and ability to learn BIM. All trainees will receive BIM training certificate on successful completion of first phase.

A consolidated stipend of INR 8,000/- (eight thousand only) per month will be paid during the first phase of the training period. You will be eligible for leave based on company leave policy during the training period.

In case the above-mentioned terms and conditions are acceptable to you, please sign and mail us back a copy to acknowledge your acceptance.

COWI India Private Limited welcomes you and wish you every success in your career.

For COWI India Private Limited


 Digitally signed by
Pierre de Rancourt
Date: 2022.07.01
10:14:43+05'30'

Pierre de Rancourt
Managing Director
COWI India (P) Ltd

I accept the terms and conditions stated in this letter.

Signature

Annexure: Sample Contract Letter
Sample Salary Annexure


Director
Broncharya Group of Institutions
27, KP-III, Greater Noida-201306

ADDRESS COWI India Private Ltd
121, Phase - I
Udyog Vihar
Gurgaon - 122016
Haryana, India

TEL +91 124 4092500
FAX +91 124 4092571
WWW.cowi.in
CTN U7499HR1998PTC034105

DATE 01 July 2022
PAGE 1/5

Employee Name
Address line 1
Address line 2
State – PIN code

EMPLOYMENT CONTRACT

Dear First Name,

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in COWI India Private Limited on the following terms & Conditions:

1. **Assignment:** Your designation will be that of **Associate BIM Engineer in Building- XXX Section at Career Level 2** to be posted at our **Gurgaon office**.
2. **Salary & Allowances:** Your salary, allowances and reimbursements of expenses will be as per details attached to this letter and marked as Annexure (Attached).
3. **Leave Travel Allowance:** You will be entitled to Leave Travel Allowance on confirmation after completing one year of service with us according to the Rules and Regulations of the company.
4. **Medical Insurance:** You will be covered at the Company's cost under the Mediclaim Insurance Policy.
5. **Personal Accident:** You will be covered at the Company's cost under the Personal Accident Policy.
6. **Leave:** You will be entitled to annual leave and medical leave as per the Rules of the Company for the time being in force
7. **Probation:** As a part of second phase of training, you will serve a probationary period of six months starting **17th October 2022**. Upon completion of the second phase, an evaluation will be conducted. Based on the results of evaluation, your services will continue with the company and you will become a member of our international BIM modelling work force.

Company reserves the right to extend the probationary period in the event that your performance is not up to expectation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation.

During the period of probation, your services are liable to be terminated giving one week notice or wages in lieu thereof during the initial or extended period of probation. On satisfactory completion of your probation your services will be confirmed by the management in writing.

Director

Monacharya Group of Institutions
27, KP-III, Greater Noida-201305

8. **Notice Period:** The minimum notice period required for separation will be one month from either side. The separation shall not in any way affect or prejudice any right accrued to either party against the other prior to separation. On separation, you must return all files and proprietary materials of the company.
9. **Retirement:** You will retire from the Company's services after attaining 60 years of age or as per the Rules of the Company for the time being in force.
10. **Deduction:** All payments to you under the terms of employment are subject to tax deduction at source under the Income Tax Act and any other enactments that may be in force from time to time. The Company will also be entitled to deduct from the payment due to you, any dues payable by you to the Company
11. **Secrecy:** You shall maintain the strictest secrecy regarding the company's affairs and the affairs of its constituents and shall not divulge, directly or indirectly, any information either to a member of public or of the company staff, unless compelled to do so by a judicial or regulatory authority or unless instructed to do so by a superior officer in discharge of your duty.
12. **Termination of Employment:** Either the Company or you may terminate this agreement:
 - > at any time during the probationary period, giving one week notice or
 - > after confirmation, giving one month notice or
 - > in lieu thereof a sum equal to the amount or pro-rata amount of gross salary, for remaining period of notice

Company reserves the right not to relieve you of your services in the event that all Company documents/property in your custody have not been properly handed over by you to an authorised representative.

Absence for a continuous period of ten days without prior approval of your superior (including overstay of leave/training) can lead to your services being terminated without notice or explanation. In such an eventuality, the management will draw an irresistible presumption that by remaining absent continuously and unauthorizedly, you have abandoned your job.

13. **General rules & Code of Conduct:** You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall diligently and faithfully perform these in compliance with established policies & procedures endeavouring to the best of your ability to protect and promote the interests of the company.

You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation or activity whether as a principal, agent or otherwise which will be detrimental whether directly or indirectly to the Company's interest. You shall keep strictly confidential details of your salary and employment benefits within and outside the Company.

You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the

Director

Dronacharya Group of Institutions

tenure of your employment and which should not be disclosed or made public in the course of the proper execution of your duties.

You shall not make copies or duplicates of confidential or sensitive property or material including but not limited to keys, access cards, digital information, photographs or such other proprietary information relating to the Company's business.

You will be bound by rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders in the part of these terms of employment. The management reserves the right to modify, alter or delete the existing rules, which will be binding on you.

Leave shall be allowed as per rules of the company in force from time to time. Grant of leave will depend on exigencies of work and shall be at the discretion of the management. In case of sick leave, the management will be within its rights to get you medically examined to verify your alleged sickness.

14. **IT Security:** The use of the IT equipment shall be restricted to COWI work only. The laptop is already installed with COWI standard software and you are not entitled to download or install any other software.

You will have to complete the IT security training which will be assigned to you as mandatory course. The Company is not responsible for the security of the data stored in your local C drive; you are responsible for updating all official data from your laptop to respective folders on COWI servers.

15. **General:** This appointment is based on the information given by you to the company in your employment/personal detail form and otherwise and shall be considered null and void if a material error/suppression or false detail is discovered therein at any time. In this eventuality, the management reserves the right to recover the payment made to you towards your remuneration during employment.

The appointment is valid on the consideration that you are free from any contractual obligations/restrictions preventing you from accepting this offer or starting work on the below-mentioned date.

The Company may make such rules and/or lay out such procedures as may be deemed necessary for the implementation/administration of the terms and conditions of your employment as stated in this letter with due intimation to you and the same will be binding on you.

16. **Duty Station:** Your duty station is **Gurgaon**. As a part of your appointment agreement, you can be transferred in such capacity that the management may determine, to any other department, branch, project office, establishment under the same management principals, whether existing or to be setup in future.

17. **Date of Joining & Validity:** You will join on **17th October 2022**.


Director
Draupacharya Group of Institutions
27, Kt-11, Greater Noida-201306

This employment contract is subject to the satisfactory completion of a background verification and that COWI reserves the right to terminate this employment contract in its sole discretion based on the information received in the verification report.

In case the terms and conditions are acceptable to you, please sign the duplicate of the letter in token of you having understood and accepted the same. Please initial each page in acceptance of the terms & conditions set out herein.

COWI India Private Limited welcomes you and wish you every success in your career.

I accept the terms and conditions stated in this letter.

Candidate Name

For COWI India Private Limited

Pierre de Rancourt
Managing Director
COWI India (P) Ltd



Director
Dronacharya Group of Institutions,
27, KP-III, Greater Noida-201306

Annexure I Salary Structure

Name: XXXX Level: 2
 Effective Date: October 17, 2022 Designation: Associate BIM Engineer
 Monthly CTC (Rs) 34,534 Annual CTC (Rs.) 414,408

Sl. No	Description	Maximum Monthly Amounts	Annual Salary Breakup (Rs)
A.	Fixed Components		
i)	Basic Salary	15,000	180,000
ii)	House Rent Allowance	7,500	90,000
iii)	PF (Employer Contribution)	1,800	21,600
	Total A	24,300	291,600
B.	Flexible Components		
i)	Leave Travel Allowance*	2,917	35,000
ii)	Communication Exp Reimb**	1,500	18,000
iii)	Variable Allowance	5,817	69,804
	Total B	10,234	122,804
	Total A+B	34,534	414,408
C	Other Benefits (As defined in the EHB)**		
i)	Medical Insurance Premium	1,003	12,036
ii)	Gratuity	725	8,694
iii)	Statutory Bonus	1,800	21,600
	Total C	3,528	42,330
	Total Salary + Other Benefits	38,062	456,738

*Please note that the above mentioned amount in LTA and Communication is maximum as per the entitlement at your level. Please confirm in case you wish to reduce it to zero based on your requirement and the same shall be adjusted in the variable allowance.

** Please note that the benefits mentioned in the section C are based on companies policies and are subject to change.

The annual review for salary is conducted once in a year effective January and is applicable for employees confirmed as on 31st December.


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306



Noida

Dated: 01st February 2022

Mr. Sumit Kumar Rai

K-403, Shiv Gah, Punjabi Bazar, Kottla,
Mubarak Pur, Delhi-110003

Dear Sumit,

With reference to our discussions, we are pleased for you to work as a **Valuation Database Drafter** in our Company. You will work as a **Consultant** on a monthly retainer fee, subject to the following terms and conditions.

- 1) **Date of Commencement:** You will report to work from **01st February 2022** or any other date as intimated to you by us.
- 2) **Monthly Retainership:** You will be given a retainer fee of **Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only) Per Annum, i.e., Rs. 15,000/- Per Month**. We will pay any GST and other statutory dues as may be applicable from time to time.
- 3) **Place of Posting/Transfer:** Your present place of work will be at **Noida**, however during the course of your retainership, you may be posted/ transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Company.
- 4) **Code of Conduct:** You will abide by the Company's Code of Conduct and rules as existing and as they may revised from time to time.
- 5) **Leave:** You will be eligible 12 leaves in a calendar year for which prior written approval would be required. These leaves will accrue on monthly parts and can-not taken in advance. Any leaves taken in advance it will be deducted from the salary. In addition to this the following festivals would be observed as holidays, New Year, Republic Day (National Day), Holi, Ram Navami, Rakhi (Raksha Bandhan), Janmashtami, Independence Day, Dussehra, Mahatma Gandhi's Birthday, Diwali (Festival of Lights), Govardan Puja and Christmas Day. Any leaves beyond the number mentioned above would have a monetary implication unless exempted by your line manager. You may be called upon to work on any of the holidays mentioned above as per the sole discretion of the Company.
- 6) **Travelling:** In the course of your contract, you may be required to undertake travel either in India or elsewhere in connection with the Company's business, according to the directions and instructions issued by the Company, from time to time, for which you will be reimbursed expenses in accordance with the Company rules. Refusal to undertake such travel may result in disciplinary action against you.
- 7) **Obligations:** During the period of your contract with the Company, you will devote full time to the work of the Company. Further, you will not take up any other contract or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.



Director
Dr. Anshu Chaturvedi
Office no 12, 1st Floor
Tower B, The Forum, Noida-201301
Plot no A-40 Sector 82 Noida, 201301
CIN No. U70109DL2002 PTC 116304
Tel: +91 9717044502
www.blackoliveventures.com



You will abide by the Rules & Regulations and Standing Orders of the Company in force, at present, and as varied from time to time. The Company will expect you to discharge the responsibilities entrusted to you with the highest standards of initiative, efficiency, economy and integrity.

You shall fully acquaint yourself with the various laws, orders, rules, regulations, notifications, etc. of the Central, State, Local and/or any other authority in force from time to time and other emergency legislation affecting or concerning directly or indirectly the Company and its business and affairs in so far as they relate to the discharge of your duties and responsibilities and see that all the requirements there under as also the principles of sound commercial practice are fully observed and complied with.

- 8) **External Communication:** You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- 9) **Confidentiality:** You will be required to maintain utmost secrecy in respect of Project documents, project reports, commercial offer, design documents, Project cost & Estimation, Technology Company's policies Company's patterns & Trade Mark and Company's Human assets profile. Any of our technical or other important information which might come into your possession during the continuance of your contract with us shall not be disposed, divulged or made public by you even thereafter.
- 10) **GIFTS, Gratification & Bribery:** You will not accept and / or offer any present, commission, bribe or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the Company and if you are offered and / or request for any, you should immediately report the same to the Company.
- 11) **Company Property:** You will be responsible for safekeeping and return of good condition and order of all Company property, which may be in your use, custody or charge.
- 12) **Termination:** Your contract can be terminated on two month notice if within 1 year and three months advance notice post 1 year of contract in writing on either side without assigning any reasons thereof subsequent to you contract for a period of one year from the date of joining the Company. You agree to effect that in case you voluntarily terminate your contract within 1 years from the date of your joining the Company, you shall pay a sum totalling your last three month's gross retainerhip fee paid to you.

Your contract can also be terminated conduct considered by us deterrent to our interest or of violation of one or more terms of this letter. Your contract may be terminated for any of the acts mentioned below where the Company will take any action it deems fit and in its sole discretion, including termination of your contract, without notice and where the Company will be entitled to recover damages from you.

- **False Representation:** If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this offer letter as this offer letter is being issued to you on the basis of the information and particulars furnished by you in



Director
Dronacharya Group of Institutions
25, K.P. Road, ...




your application (including bio-data), at the time of your interview and subsequent discussions.

- **Gross Misconduct:** If is found that you have indulged in any Fraud, Dishonesty including taking Bribe, found Intoxicated on duty, using foul language with the Client or Colleagues, Causing Physical or Mental Violence at workplace or outside, Sexual Harassment at workplace or outside, Mala-fide and wilful act including Negligence, Omission and/or Errors in performance of duty.
- **Indiscipline:** Absence from work without proper notice and information, untidy and improper dressing, refusing to work as per the instructions of the supervisor, reporting late to work, instigating colleagues against Company or it's clients and not adhering to work schedule
- **Performance:** Your contract can also be terminated by the Company If at any time in our opinion, which is final in this matter you are found non- performer, mentally unfit, medically not in a condition to perform.

13) **Dispute Resolution:** All disputes arising out of your contract with the Company shall be resolved by Arbitration under the provisions of Arbitration and Conciliation Act, 1996. The Company shall have the sole right to appoint the Arbitrator and the venue of Arbitration shall be at Noida/Delhi as per the sole discretion of the Company. The award of this Arbitrator shall be final and binding upon you and the Company.

With best wishes,
For **Black Olive Ventures Pvt Ltd.**


Manoj Kumar Nishad
Manager- HR & Admin

I accept the terms and conditions of the offer letter and shall always be bound by the same.

(Signature)
Mr. Sumit Kumar Rai


Director

Dronacharya Group of Institutions
47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

Annexure I Salary Structure

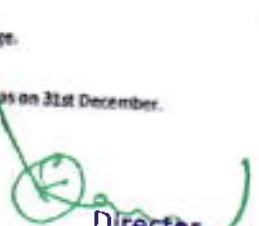
Name: XXXX
 Effective Date: October 17, 2022
 Monthly CTC (Rs) 34,534
 Level: 2
 Designation: Associate BIM Engineer
 Annual CTC (Rs.) 414,408

Sl. No	Description	Maximum Monthly Amounts	Annual Salary Breakup (Rs)
A. Fixed Components			
i)	Basic Salary	15,000	180,000
ii)	House Rent Allowance	7,500	90,000
iii)	PF (Employer Contribution)	1,800	21,600
Total A		24,300	291,600
B. Flexible Components			
i)	Leave Travel Allowance*	2,917	35,000
ii)	Communication Exp Reimb*	1,500	18,000
iii)	Variable Allowance	5,817	69,804
Total B		10,234	122,804
Total A+B		34,534	414,408
C. Other Benefits (As defined in the ENB)**			
i)	Medical Insurance Premium	1,003	12,036
ii)	Gratuity	725	8,694
iii)	Statutory Bonus	1,800	21,600
Total C		3,528	42,330
Total Salary + Other Benefits		38,062	456,738

*Please note that the above mentioned amount in LTA and Communication is maximum as per the entitlement at your level. Please confirm in case you wish to reduce it to zero based on your requirement and the same shall be adjusted in the variable allowance.

** Please note that the benefits mentioned in the section C are based on companies policies and are subject to change.

The annual review for salary is conducted once in a year effective January and is applicable for employees confirmed as on 31st December.


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306



AJATH INFOTECH PVT LTD

To,

Rashi Saini,
Dated:- 23-Aug-2021,

Subject:- Offer Letter To Rashi Saini

Dear Rashi Saini,

The purpose of this letter is to inform that you has been selected for the position of **UI Developer/ Artificial Intelligence Trainee** at 10000/- (INR) Per month as a stipend in our Company, Ajath Infotech Pvt. Ltd. We are excited to have you as a part in our team.

We take the privilege to inform you that your employment will start from **3rd-Jan-2022**. However, the expected date of joining decided by the company is liable to change upon the request of the employee. Please revert with a return reply via email confirming your acceptance for this offer.

Package offered:

- INR 10,000/- stipend for 6 months internship
- Salary will be increment upto INR 3-4 LPA after 6 month as per performance.
- BOND : 18 months after internship

Cheque needs to be submitted:

- INR 100(submitted in company account & will be return back with stipend)
- INR 1.5 Lac which will return back after 24 months.

NOTE:

- The cheques(1.5 Lac or 100 rupee cheque) need to submited at the time of your joining.
- Your Performance will be review after 45 days.
- You will need to carry your own Laptop at the time of your joining and will be using your own laptop during internship.

Office Timings:- 9:30am - 6:30pm

Work Days:- Monday - Friday

Looking forward to have you on board as part of team .

Thanks
HR Manager and Team


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Documents Required || Divya Gupta || Binary Semantics ||



Inbox



Reema Gupta Feb 23

to me ▾



Hi Divya Gupta,

Thank you so much for taking out time and attending the interview process at Binary!

We congratulate you on your shortlisting and would like to move ahead with documentation process. As a next step, we would like you to share the **SCANNED ORIGINAL COPIES of your documents** with us latest by today EOD. The document will be used for your background verification and henceforth, we need a **CLEAR SCAN COPY** of your original documents.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Offer: Computer Consultancy
Ref: TCSL/DT20218092664/Delhi
Date: 15/12/2021

Mr. Deepak Kumar
J671/3Street No.3,Sade Teen Pusta,
Kartar Nagar,
Delhi-110053,
Delhi.
Tel# -

Dear Deepak Kumar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218092664

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110011 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Director

Dronacharya Group of Institutions
27, Kirti Nagar, Greater Noida-201306



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

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

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

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

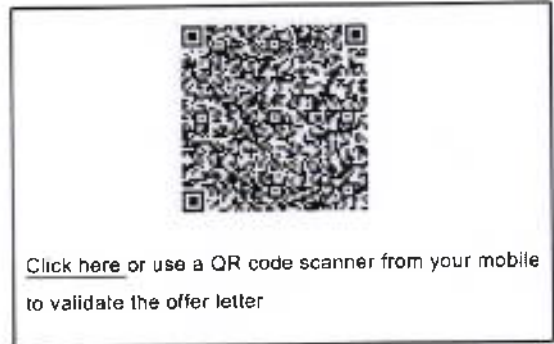
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Deepak Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752


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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rejarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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TCSL/DT20218092664

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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

[Handwritten Signature]
Director 17
Group of Institutions
A, KP-II, Greater Noida-201304



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).


(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

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



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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Director
Bhattacharya Group of Institutions
K.P.-III, Greater Noida-201305

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- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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Letter of Intent

December 27, 2021
Deepak Kumar
Dronacharya Group of Institutions, Greater Noida

Dear Deepak Kumar,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Marolhe,
Navi Mumbai, 400710. Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Date: 24th February 2022

Dear Deepak Kumar,

Sub: **Traineeship Letter**

We, **iPRIMED Education Solution Pvt Ltd**, hereby referred to as the 'Company', are pleased to offer you training opportunity with **HARMAN Connected Services**, hereby referred to as the 'Client'

Your date of joining will be **Monday, 28th February 2022**. The training period will be for a duration of 2 months. In case the start date changes due to business dependencies, the same will be intimated well in advance to you. On successful completion of training and certification and subject to you being found fit for employment at Client location after due assessments, Client will issue an offer of employment, subject to background screening process. Intended Role and Compensation in employment offer, subject to completion of training and certification: (a) Role **Associate Engineer** ; (b) CTC **INR 5.5LPA**, subject to statutory deductions.

During the Training Period, you will be paid stipend of **INR 10,000/-** per month (Inclusive of any applicable taxes) by Company paid upon training completion and final onboarding with the Client. You will be eligible for Company holidays and Company will have the right to decide on granting you leave as per business consideration. You will not be eligible for any other employee benefits which regular employees of the Company may be entitled to.


Your training will be conducted virtually for a duration of **8 weeks** (full days).

You understand and acknowledge that this letter is not an offer of employment and you are not entitled to claim employment with Client and/or any other benefits, unless you sign an offer of employment, post completion of training certificate and subject to background verification. Client shall not be liable for any claims, damage or loss, howsoever caused, in connection with your participation in the training.

The Training Period may be reduced or extended or otherwise modified at the sole discretion of the Company, without assigning any reason whatsoever. The Company also reserves the right to discontinue the training for any reason whatsoever with a notice of 7 days.

During the Training Period, you may have access to confidential and proprietary information of the Company or its Clients/Customers. You understand and acknowledge that it is essential to the conduct of the Company's business and to the protection of its Clients' interests that all information and knowledge acquired by you during your internship be kept confidential. You hereby agree and undertake not to misuse or wrongfully disclose or disseminate this information to any person either during or after the Training Period.

In accepting this offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into the Company. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the Company.


Director

Your action required:

Please indicate your acceptance by signing below and sending us the signed copy of your acceptance.
If you decide to accept the terms of this letter, we need to receive the signed copy from you no later than two (2) days from the date of issue, failing which your letter will be considered invalid.

Deepak, we are confident that you will be successful at completing the training at the Company and look forward to seeing the impact that we know you are going to make! We hope that you are as excited, as we are, to join our training program. If you have any questions, please contact **Prateek Tikoo** at prateek.tikoo@iprimed.com

Sincerely,
For iPRIMED Education Solution Pvt Ltd

Nikhil Kumar



Nikhil Kumar
Head - IT

Acceptance:

I have read the terms and conditions mentioned in the above letter with respect to the training opportunity with Client HARMAN Connected Services.

Signature: _____

Name: _____

Date: _____

[Handwritten Signature]
Director

Dronacharya Group of Institutions
27, K.P. Road, Noida-201304



PRIVATE AND CONFIDENTIAL

OFFER LETTER

27th September 2021

Dear Lovekesh,

This is with reference to our discussions. We are pleased to appoint you in our organization as a **WordPress Engineer (Trainee)** on the following terms and conditions:

- Date of joining:** Your date of joining will be with effect from **4th October 2021**. If the joining date is not suitable, please contact rtCamp immediately to seek an alternate date. Please note that your offer stands terminated if you do not notify rtCamp of your acceptance of the terms hereof or you are unable to join on the joining date, unless the joining date is extended, and such extension is communicated to you in writing.
- Internship/Probation Period:** You will be on a **6 months** internship/probation period.
- Performance review:** Your performance review will be undertaken **7 days** before the end of the internship/probation period to take a decision on confirming your employment.
- CTC during the internship/probation period:** Your all-inclusive total gross emoluments including annual payments excluding applicable business related reimbursements will be **INR 50,000/- per month only (INR Fifty Thousand per month only)**.
- CTC during the confirmed employment period:** It will be decided at the time of performance review, minimum monthly CTC being **INR 1,00,000/- (INR One Lakh per month only)**.
- Notice Period:** **A) Company to Employee -** Company can terminate your services by giving you **30 days** notice or salary thereof. **B) Employee to company -** You will be required to give **30 days** written notice in case you decide to leave your services subject to the Company's discretion.
- Increase** in remuneration is not automatic but will be based solely on the efficient, satisfactory and loyal discharge of duties as assessed from time to time. If your performance goes above expectation, your performance review may be taken before the yearly appraisal cycle.
- Taxes:** Company will deduct appropriate taxes as per the Indian tax regulations. However, it is primarily the individual's responsibility to meet his/her tax

+91 20 2701 2949
contact@rtcamp.com
<https://rtcamp.com>

rtCamp Solutions Pvt. Ltd.
107, Pride Icon, **Director**,
Dronacharya Group of Institutions
Pune - 411 014, Maharashtra
CIN U72900PN2009PTC1579291a-201306



- liability, under the Income-tax Act.
9. **Retirement Age:** The age of superannuation is **60** years. The date of birth declared in your application for employment with rtCamp shall be binding on you in this regard.
 10. You will attend to or undertake any work entrusted to you in accordance to the company's exigency at our existing office/locations/facilities/establishments in India or abroad.
 11. Detailed regulations as regards to leave, medical, leave travel allowance, travel etc. shall be as per the personnel policy of the company. In addition, you will be governed by service conditions laid down in the company's personnel policy as amended from time to time.

Please reply to this letter to convey your acceptance of this employment with all the terms and conditions thereof.

We welcome you to rtCamp Solutions Pvt. Ltd. and look forward to a long and mutually beneficial association.

Yours sincerely,
For rtCamp Solutions Pvt. Ltd.

Nicol Fernandes
Human Resources

Acceptance: I accept this offer with all the terms and conditions contained in the letter.

Lovekesh Kumar

28 / 09 / 2021

+91 20 2701 2949
contact@rtcamp.com
<https://rtcamp.com>

rtCamp Solutions Pvt. Ltd.
107, Pride Icon, Kharadi,
Pune - 411 014 (MH) India
Dronacharya Group of Institutions
CIN U72900PN2008PTC157929
27, KP-III, Greater Noida-201306

TITLE	[rtCamp] Offer Letter - Lovekesh Kumar
FILE NAME	Offer Letter - Lovekesh Kumar .pdf
DOCUMENT ID	d4ded48469210363d00964d80dcbcdf5737ad00
AUDIT TRAIL DATE FORMAT	DD / MM / YYYY
STATUS	* Completed

Document history



27 / 09 / 2021
15:46:44 UTC+5.5

Sent for signature to Lovekesh Kumar (lpschaudhary1256@gmail.com) and Nicol Fernandes (nicol.fernandes@rtcamp.com) from hr@rtcamp.com
IP: 106.215.54.105



27 / 09 / 2021
15:51:40 UTC+5.5

Viewed by Lovekesh Kumar (lpschaudhary1256@gmail.com)
IP: 157.38.229.239



28 / 09 / 2021
05:08:26 UTC+5.5

Signed by Lovekesh Kumar (lpschaudhary1256@gmail.com)
IP: 132.154.114.217



28 / 09 / 2021
10:56:38 UTC+5.5

Viewed by Nicol Fernandes (nicol.fernandes@rtcamp.com)
IP: 106.215.54.105



28 / 09 / 2021
10:57:16 UTC+5.5

Signed by Nicol Fernandes (nicol.fernandes@rtcamp.com)
IP: 106.215.54.105



28 / 09 / 2021
10:57:16 UTC+5.5

The document has been completed.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

June 30, 2022

HRD/3T/1003339500/22-23

Mr. Kartik Goswami
X-1245 St.No.1
Raj Garh Colony Jheel
East delhi-110031
India

Ph: +91-9599769155

Dear Kartik,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signed by Richard Lobo
richard_lob@infosys.com | Email Address: Unknown
Digitally signed by Richard Lobo
Date: 2022.06.30 18:29:50 IST
Reason: Digitally signed
Location: Bangalore

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

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

HRD/1003339500/22-23

Mr. Kartik Goswami
X-1245 St.No.1
Raj Garh Colony Jheel
East delhi-110031
India

Ph: +91-9599769155

Dear Kartik,

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

Here are the terms and conditions of our offer:

Definition

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

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

"Company" refers to Infosys Limited.

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

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

Joining

Your scheduled date of joining the employment of the Company will be **15-Sep-2022**.

Location

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

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

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


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Training

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

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

Terms and Conditions during Training

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

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

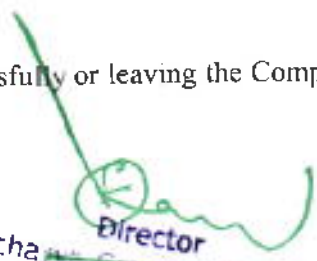
You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

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

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

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

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


Director
Chinnacharya Group of Institutions
27, KP-II, Greater Noida-201305

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

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

Probation and Confirmation

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

Leave

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

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

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

Increments and Promotions

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

Transfer

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

[Handwritten signature]
Infosys Limited
27, KP-III, Greater Noida 201305

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance-linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

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

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

Basket of Allowances (BOA)

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

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


Director
Dronacharya Group of Institutions
17, KP-11, Gurgaon, Haryana-122002

National Pension Scheme

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

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

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

Notice Period

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

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


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308

Background Checks

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

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

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

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

Other Terms and Conditions

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

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

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


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

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

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

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

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

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

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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



Director
Director of HR & Talent
27, Bellary, Bangalore, India - 560075

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name Location

Digitally signed by Richard Lobo
Date: 2022.06.30 18:29:50 IST
Reason: Digitally signed
Location: Bangalore



Director
Dronacharya Institute of Technology
27, 53rd Cross, Hosur Road-201306

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

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

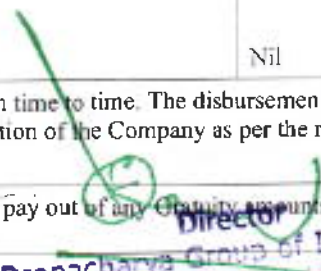
COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Kartik Goswami			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Kartik Goswami			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida, 201305

TPO

From: Lovekesh Kumar <lpschaudhary1256@gmail.com>
Sent: Friday, August 27, 2021 1:17 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: LeewayHertz - Documents required for Joining

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

From: **Tanu Chauhan** <tanu@leewayhertz.com>
Date: Fri, Aug 27, 2021 at 1:14 PM
Subject: LeewayHertz - Documents required for Joining
To: <lpschaudhary1256@gmail.com>
Cc: Jyotsana Singh <jyotsana@leewayhertz.com>, Shweta Sharma Kaushik <shwetask@leewayhertz.com>

Hi Lovekesh,

Congratulations!!

You have successfully completed our interview and selection process. We are happy to Hire you for our team.

Following documents will be required for joining:

- Scanned copy of original educational documents from 10th onwards.
- Scanned copy of Permanent address proof document i.e. Passport or Driving License.
- Scanned copy of original Pan Card & Aadhar Card.
- 1 Recent passport size photographs in formal attire - it should be signed at the back.
- Scanned copy of original Graduation and Post Graduation Certificate
- LeewayHertz requires a cheque of INR 2,00,000/ against this agreement to be submitted. The cheque is required for the validation of the agreement. The cheque will be returned after the completion of the agreement tenure. In case of any questions, please feel free to reach out,

Cheque Courier Address:

To Akash Takyar,
Contact: 8375930657
C-1903, Bestech Park View Spa, Sector-47, Gurugram-122017.

Please feel free to contact me for any queries.

Thanks & Regards,



Tanu Singh
HR Executive, LeewayHertz
[+919310408536](tel:+919310408536) | tanu@leewayhertz.com
<https://www.leewayhertz.com>


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309



15-Jun-2022

Adarsh Dubey
Gurugram

Reg: Offer of employment

Dear **Adarsh**,

We are pleased to offer you the position of **Associate Software Engineer** at **Legato Health Technologies LLP** and your work location will be **Gurugram - Candor TechSpace**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 425,000/- (Four Lakh Twenty Five Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **08-Aug-2022** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

A one-time joining bonus of **INR 25,000/- (Twenty Five Thousand Rupees Only)** will be paid to you on the first regular pay cycle administratively feasible following your employment with Legato and is subject to all applicable withholdings. In the event you decide to resign from Legato within a year of your start date, you agree to unconditionally reimburse Legato the full amount of the joining bonus on your last working day with Legato or alternatively, Legato will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Legato for a period of Six (6) months from the date of commencement of your employment. Post the probation period you will automatically be deemed to be confirmed, if your performance during the Probation Period is considered satisfactory by Legato. The decision for confirmation or termination post the probation period will be final by the company.

During the Probation Period, you and Legato shall both have the right to unilaterally terminate your employment upon providing two (2) weeks' prior written notice or payment in lieu thereof.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Adarsh Dubey
Date:

Director

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagasara, Bengaluru, Karnataka - 560045 | Ph: 085-6152-0000

Dronacharya Group of Institutions
27, Ring Road - III, Greater Noida-201306

LLPIN: AUL0928 | PAN: ARHFL3010G



On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process in person. You will also need to complete related induction processes. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Adarsh Dubey
Date:

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road,
Nagavara, Bengaluru, Karnataka - 560045 | Ph: 080-6152 0000

LLPIN: AAL-9928 | PAN: AARFL3210G



Annexure – A

Associate Name: Adarsh Dubey		
Designation: Associate Software Engineer		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	212,500	17,709
HRA	85,000	7,084
LTA	17,708	1,476
Special Allowance	84,292	7,025
Gross Salary	399,500	35,417
Employer's contribution to PF	25,500	2,125
Total Fixed Pay	425,000	35,417
Cost to Company (CTC)	425,000	35,417

Note:

- Legato Health endeavors to protect the health and safety of its employees and officers at all times. In this regard, the company mandates that all its employees are fully vaccinated before they are offered employment with the company. You must hereby declare and provide proof that you have been fully vaccinated as per the requirements of the Government of India. If you have not been fully vaccinated or have not completed at least the first dose of the vaccination process with the second dose planned, you are not eligible to be appointed with the company. Concealment of vaccination status or production of false documentation shall result in immediate termination.
- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
- As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.
- Shift Allowance payable based on the shift timing (except general shift).
- Transport deduction is applicable only for associates working in general shifts.
- Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-
- Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each
- Notice period will be 3 months
- Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Adarsh Dubey
Date:

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan IL1, Outer Ring Road, Sector 16, Phase 2, Gurgaon, Haryana - 122002
Nagavara, Bengaluru, Karnataka - 560045 | Ph: 080-6152 0000

LLPIN: AAL-0928 | PAN: AAHFL3010G

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Infosys Campus Recruitment Program: Congratulations, you have a job offer



Inbox



Infosys Freshers R... Mar 22
to Infosys



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. 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.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and 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.Acquisitions@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Fwd: Proposed Compensation Breakup !!!

Richa Jaiswal <richa.jaiswal@gnindia.dronacharya@gmail.com>
 To: <bikramsingh182000@gmail.com>

For your reference

Thanks & Regards,

Richa Jaiswal

Training & Placement Officer,

Dronacharya Group of Institutions,

Phone: 0120-2322022

Extension: 227

Mobile: 8960322672

E-mail: lpo@gnindia.dronacharya.info / richa.jaiswal@gnindia.dronacharya@gmail.com

Website: www.dronacharya.info

Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P.)

A Clean Environment is a Safe Environment.

Reply Reply to all Forward

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

From: **Aditya Parashar** <adityap@sinch.com>
 Date: Tue, 8 Mar 2022 at 15:04
 Subject: Proposed Compensation Breakup !!!
 To: Richa Jaiswal <richa.jaiswal@gnindia.dronacharya@gmail.com>
 Cc: Aradhana Sinha <aradhanas@sinch.com>

Hi Richa,

As discussed PFB salary break-up for Bikram, please share consent for the same.

Reference to discussion, we are pleased to share the proposed compensation breakup for the position of **Trainee Software Development** at **Noida (Sincher@ Office)** location.

Please note that it is optional to opt in for reimbursements (i.e. Communications (Upto Rs. 2,000 pm), Vehicle Maintenance (Upto Rs. 1,600 pm) and LTA (as per grade). If you amount from the special allowance.

Once we receive your acceptance on the below, we will be able to release the offer letter. Also, I am happy to attend to any of the queries you may have.

Also, attached is the form for background verification check. You are requested to fill the same latest by tomorrow along with the scanned copy of following documents:

1. Proof of permanent address (Aadhaar Card Front & Back)
2. Copies of your all educational Marksheet and degree (10th, 12th, Bachelor & Masters)
3. Experience letter of last employer & resignation acceptance email from current employer.
4. PAN Card
5. Passport Size Photo (JPEG)
6. Passport/ DL/ Voter ID proof

Looking forward to have you on board!!

Fixed Components	Monthly (in Rs.)	Annual (in Rs.)
Basic Salary	24,053.00	288,636.00
HRA	12,026.50	144,318.00


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Statutory Bonus	-	-
Special Allowance	18,453.00	221,436.00
Total	54,532.50	654,390.00
Reimbursement		
Vehicle Maintenance	1,800.00	21,600.00
Communications	2,000.00	24,000.00
LTA	-	-
Company provided car	-	-
Total	3,800.00	45,600.00
Provident Fund		
Employer's contribution to PF	1,800.00	21,600.00
Total	1,800.00	21,600.00
Gross Salary (A)	60,132.50	721,590.00

Benefits		
Employer's contribution to ESIC	-	-
Group Medical & Accidental Premium	1,112.00	13,345.00
Gratuity on completion of 5 years	1,156.00	13,872.00
GTL Insurance	99.00	1,191.00
Total Benefits (B)	2,367.00	28,408.00

Variable Pay (Annual) (C) *		
------------------------------------	--	--

Cost to Company (A+B+C)		750,000.00
--------------------------------	--	-------------------

Variable Pay: Variable pay is paid out on quarterly basis subject to individual and company performance.

****Sales Incentive:** It will be paid out bi-annually subject to the achievement of sales target as per the company policy. The amount mentioned above is received on achievement of 130% of as achievement of assigned targets, payout of incentive is 20% of gross salary.

Aditya Parashar

Sr. Manager – Talent Acquisition

9650540389



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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#weareasich

[www.asich.com](#)

image002.gif, Securitas India - Background Verification Form - Individual.doc, Privacy Notice_Consent.docx



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Final Selection Letter @

uCertify

Inbox



SHREYA DAS 13 Jan

to me, TPO, Ayush ▾



Dear Himanshu Karki,

Congratulations! We are pleased to inform you that you have been selected @ uCertify as an **Inside Sales Executive Trainee at Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.

You may be wondering what it's like to work at uCertify. First, of, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to say that we don't believe in average or typical days. Every day is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged but also rewarded. If you are someone with a passion to learn and work

Private and Confidential

Date: 31st Jan 2022

Name : HIMANSHU KARKI
Address: F-7A, Phase-6, Aya Nagar
New Delhi - 110047

Dear Himanshu,

Sub: Letter of Appointment

With reference to your application and subsequent selection process you have completed with us, we are pleased to appoint you as "Associate Engineer" at Raygain Technologies Pvt Ltd (hereinafter "the Company") as per following terms and conditions:

1. Your appointment takes effect from the date of your joining i.e. **01st February 2022**.
2. Your total compensation & benefits will be as per the Annexure A. All Income tax liabilities arising out of your entire compensation package, present or future shall be borne by you.
3. Your initial place of work shall be at **AIRTEL Manesar**. Provided however, your services would be liable for transfer anywhere in India to any unit of the company or any associate of company. On such transfer you will be governed by the terms and conditions of service as applicable in such concern.
4. You will be on probation for a period of **Six months** from the date of joining. Depending upon your performance during the probation, the probation period may be extended further or dispensed with earlier at the discretion of the management. If the management, at its discretion extends your probation period, you shall work diligently to overcome the inadequacies/shortcoming communicated to you. During your probation, your services can be terminated by the Company without assigning any reason thereof by giving **15 days** notice. The confirmation will not be effective unless you receive a letter confirming your services in the Company.
5. You will be eligible for leaves as per the leave policy of the company as in force from time to time.
6. Other mutually agreed terms and conditions are as under.

Thanking You,
Yours Faithfully
Jaya
HR
Raygain Technologies Pvt. Ltd



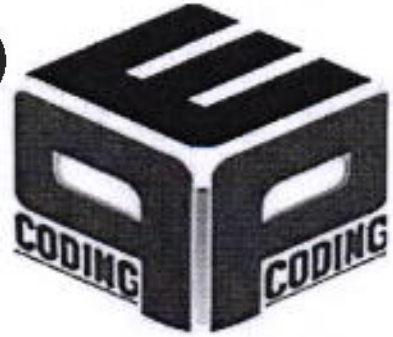
Jaya
11

Director

RAYGAIN TECHNOLOGIES PVT LTD Group of Institutions
B-10, KP-III, Greater Noida-201306

CIN: U72900DL2010PTC197829

PEPCODING EDUCATION (OPC) PRIVATE LTD.



1st Floor, B-4, Sec-63, Noida-201301

Website: www.percoding.com Phone: +911 4019 4461

01st October 2021

PRIVATE AND CONFIDENTIAL

Ms./Mr. Himanshu Karki

We are pleased to offer you the position of **Business Development Executive Intern** in Pepcoding Education Pvt Ltd.

- This **Letter of Intent** is being issued subject to the following terms: a. You shall join the company on or before **05-October-2021**. b. Accuracy of the testimonials and information provided by you.
c. You're free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
d. Successful background and reference check.
- You shall be based in **Sec-63 Noida, Uttar Pradesh** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India in future.
- As an intern of the company, you will receive a stipend of Rs.15000 per month till the end of your internship tenure i.e.. Six months. After completion of internship tenure, you will receive a full time offer with a CTC (Cost to Company) depending upon your performance during your internship tenure.
- In case you decide to leave the service of the organization after the bond period, you will be required to give 30 days' notice. The organization in its sole discretion can decide to waive off/ reduce the notice period depending upon the exigencies. In such a case, you would be required to pay the organization the gross salary for the notice period so reduced/ waived off.
- Upon termination of employment, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
- You are requested to report at 09:00 a.m. at **Pepcoding Education, B-4, 1st Floor, Sector-63, Noida, UttarPradesh-201301**.

Kindly sign and return a copy of this letter as a token of your

acceptance. Yours Sincerely

For Pepcoding Education Pvt Ltd.

Sumeet

Malik

Director

I accept the terms and conditions of this offer

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Letter of Intent

January 14, 2022
Vikrant Singh
Dronacharya Group of Institutions, Greater Noida

Dear Vikrant Singh,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

During the training period you will be entitled for a stipend of Rs. 15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

[Signature]
Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: MOHD HASNAIN RAZA <mohdhasnainrazaorg@gmail.com>
Sent: Thursday, November 18, 2021 11:22 AM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Wipro Campus Hiring Update

Categories: Orange Category, Yellow Category

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

From: Campus HR Team <wipro+email+2m7hn-fca2dee16a@talent.icims.com>
Date: Wed, Nov 17, 2021, 14:28
Subject: Wipro Campus Hiring Update
To: <mohdhasnainrazaorg@gmail.com>



Dear Mohd Raza,

With immense pleasure we are sharing that you will be part of Campus Program which has a special bonus and aided career path for campus hires in Elite. The below emails explain the bonus part of the program, on careers you will get more information when you join.

As per this program, in addition to the 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	25,000 – 75,000
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

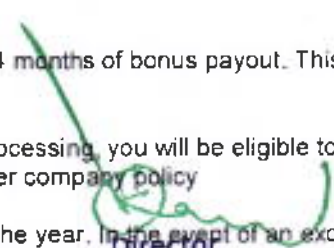
- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

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 deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive a bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional


Director
Dronacharya Group of Institutions
27, KP-IInd, Greater Noida-201306

rcumstance the management team's decision on the payout would be final and binding.

You shall keep the contents of this letter confidential

ote: The above shall be applicable from your joining date with Wipro.

Thank you,
Global Campus Hiring Team



This message was sent to mohdhasnainrazaorg@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=6C1823072602&contactId=14543220>

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

EXTENSION OF INTERNSHIP

Name: Neha Sharma

Date: 27th September, 2021

Dear Neha,

Congratulations!!

We are pleased to offer you Internship with M/s ExpertLansing Research Services based on your application & the Interview process you completed with us.

Details of the other terms and conditions of Internship offer is as follows:

1. During the Extended Internship period you will be designated as Patent Research Associate – Trainee, and will be based at our Gurgaon Office.
2. Your start date of Internship will be on 17th January, 2022 at 10:30 a.m.
3. Your regular weekly shift timing will be from 9: 30 AM to 6:30 PM from Monday to Friday.
4. You will be entitled to receive a compensation of INR 12,000 (Twelve Thousand) per month during the Internship period of 6 months.
5. Further, as a part of M/s ExpertLansing Research Services training curriculum, we shall be spending INR 1,00,000/- on your training to make you employment ready over the entire training period of 6 months. For this, M/s ExpertLansing Research Services shall not be charging you any amount subject to Paragraph 8.
6. On successful completion of your Internship, basis your performance & our evaluation of the same, you will be considered for a job opportunity with us, i.e., M/s ExpertLansing Research Services. For such job opportunity offered, we expect to offer you with a remuneration in the range between INR 3,50,000 (Three Lakhs Fifty Thousand only) to

927 - 9th Floor, JMD Megapolis, ExpertLansing Research Services LLP
Sector 48, Sohna Road,
Gurgaon - Haryana, 122018

info@expertlansing.com
+91986 022 3548 (IN)
+1(619) 798-8133 (US)
Dronacharya Group of Institutions
22, KP-III, Greater Noida-201306

- INR 4,00,000 (Four Lakhs only) per annum which shall be paid on monthly basis while you will be working as an employee. The remuneration will be subject to deduction of tax at source as per the existing Income Tax provisions applicable at that time. Please note that this remuneration is subjective and will be dependent on market factor, etc.
7. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter that will be issued to you on your successful completion of your internship and our assessment of the same. Your employment will also be subjected to successful completion of your undergraduate degree and the proof of same will have to be submitted latest by first month of your employment with us.
 8. Where in case you accept the job offer under Paragraphs 5 & 6 above, in addition to above terms & conditions, you agree to serve M/s ExpertLancing Research Services for a minimum period of 18 months from the date of joining, i.e., it shall also include the internship period. In case of the event of breach of this agreement under any of the clauses above, you shall be liable to pay the amount mentioned under Paragraph 5, i.e., INR 1,00,000 (Rupees One Lakh only) to M/s ExpertLancing Research Services. Further to this, no personal documents (release letter, experience certificate etc.) will be provided to you until such amount stands paid by you to M/s ExpertLancing Research Services.
 9. Further, M/s ExpertLancing Research Services reserves the right to terminate your internship summarily without any notice or payment in lieu thereof, if it has reasonable ground to establish that you are guilty of any misconduct or negligence, or committed any fundamental breach of Agreement or causing any loss (monetary or reputational) to them.
 10. This offer letter issued is valid for 02 days from the date of being issued. If we do not receive your acceptance within 02 days, the same shall be treated as withdrawn and will not be valid anymore.
 11. You are also required to submit the following listed documents / details on your day of joining the company:
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Original Academic Certificates (all from 10th to Highest graduation last semester)

927 - 9th Floor, JMD Megapolis, ExpertLancing Research Services LLP
Sector 48, Sohna Road,
Gurgaon - Haryana, 122018

info@expertlancing.com
+91981-022-3548 (IN)
+1(619) 798-8133 (US)

Director

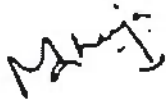
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- c) Five (05) passport size photographs (Recent)
- d) Aadhar card
- e) PAN Card

You are requested to sign a copy of this letter as a token of your acceptance of this Internship offer & share the scan copy of the same.

We welcome you to our organization and look forward to a happy and long association with you.

Yours truly,



Monika Ahuja

Manager – Human Resources

Authorized Signatory for:

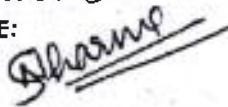
ExpertLancing Research Services LLP

Acceptance By:

DATE: 29-09-2021

NAME: Neha Sharma

SIGNATURE:



Director
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27, I/P-III, Greater Noida-201308
Info@expertlancing.com
+91981-022-3548 (IN)
+1(619) 798-8133 (US)

927 - 9th Floor, JMD Megapolis, ExpertLancing Research Services LLP
Sector 48, Sohna Road,
Gurgaon - Haryana, 122018

TPO

From: Enjoy Maity <enjoymaity@gmail.com>
Sent: Monday, November 22, 2021 3:43 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Wipro Campus Hiring Update

Categories: Yellow Category

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

From: Campus HR Team <wipro+email+2m7fb-476634c1bc@talent.icims.com>
Date: Wed, 17 Nov, 2021, 2:28 pm
Subject: Wipro Campus Hiring Update
To: <enjoymaity@gmail.com>



Dear Enjoy Maity,

With immense pleasure we are sharing that you will be part of Campus Program which has a special bonus and aided career path for campus hires in Elite. The below email explains the bonus part of the program, on careers you will get more information when you join.

As per this program, in addition to the 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:

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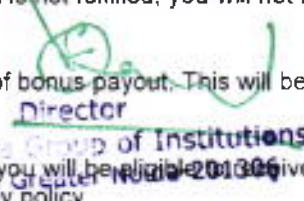
- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

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 deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional


Director
Dronacharya Group of Institutions
57, K.P.H.I. Greater Noida-201306

rcumstance the management team's decision on the payout would be final and binding.

You shall keep the contents of this letter confidential

ote: The above shall be applicable from your joining date with Wipro.

Thank you,
Global Campus Hiring Team

x

This message was sent to enjoymaity@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=936E23071771&contactId=14543220>

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Nanda Glass Industries



Nanda Glass Industries

OFFER LETTER

Dated - September 22, 2021

MR. Manish Kumar,


Congratulations! With reference to your application and subsequent interview, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer trainee**.

You are requested to join us on 5th Jan 2022. Your principal place of employment will be our **Plant Address at A-3 , Noida Sector-80, Uttar Pradesh- 201002**.

Your Salary would be **17,640/-per Month CTC and After 6 month Salary upto 3.6 LPA**.
The general terms and conditions governing your employment .

On the date of joining, you would be required to submit the documents listed in **Annexure A**.

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph:-+91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Nanda Glass Industries

Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Welcome to Nanda Glass Industries We look forward to a mutually fruitful association.

For Nanda Glass Industries

Ravindra Yadav

ANNEXURE A

LIST OF DOCUMENTS TO BE SUBMITTED ON JOINING

A. Copies of Certificates

1. 10th std or equivalent marks card and certificate,
2. 12th std, or equivalent marks card and certificate,
3. Graduation marks card and certificate.
4. Passport (If Applicable)

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph:-+91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306


Nanda Glass Industries

5. Post-graduation Certificate marks card and certificate
6. Other relevant educational or skill certifications
7. Date of Birth Certificate
8. Relieving letter / Experience Certificate from the previous employers
9. Latest pay slip / salary certificate from the last employee
10. PAN Card

B. 3-passport size photographs

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305

Ph: +91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Offer Letter

Date: 06/09/2021

To: Neha Sharma

Sub: Letter of Intent

Thank you for exploring career opportunities with K.R. Tech Masters.

You have successfully completed the selection process and we are pleased to inform you that you will be joining us on 05/01/2022

Your Designation in the company will be **Graduate Engineer Trainee**.

You are requested to report on **05 Jan 2022** address will send by Company.

On training period stipend 15k with After that Your salary is 3.4 CTC per Annum & All perks.

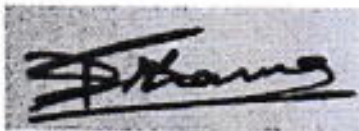
You are requested to send your formal acceptance for this letter within seven days of issue of this letter through mail to company HR team .If you fail to do so then it will be constructed that you are not interested for this opportunity and in that case the offer will be automatically withdrawn.

It is hereby stated this letter of intent is issued and considered valid as per company policy requirement and management is authorized to withdraw the offer as per company project policies.

You have to carry following documents

1. Passport Size Photo-5
2. Pan Card
3. Aadhar Card
4. Educational Mark-sheets & Certificates
5. Blood Group Report-If applicable
6. Photo Id Proof
7. Address Id Proof

For K.R. Tech Masters



Authorized Signatory

Neha Sharma
Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Nanda Glass Industries



Nanda Glass Industries

OFFER LETTER

Dated - September 22, 2021

MR. Love Jha,


Congratulations! With reference to your application and subsequent interview, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer trainee**.

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On the date of joining, you would be required to submit the documents listed in **Annexure A**.

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph: +91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Nanda Glass Industries

Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Welcome to Nanda Glass Industries We look forward to a mutually fruitful association.

For Nanda Glass Industries

Ravindra Yadav

ANNEXURE A

LIST OF DOCUMENTS TO BE SUBMITTED ON JOINING

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3. Graduation marks card and certificate.
4. Passport (If Applicable)

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph: +91-120-6453802



Director
Dronacharya Group of Institutions
27, KP III, Greater Noida-201305

Nanda Glass Industries

5. Post-graduation Certificate marks card and certificate
6. Other relevant educational or skill certifications
7. Date of Birth Certificate
8. Relieving letter / Experience Certificate from the previous employers
9. Latest pay slip / salary certificate from the last employee
10. PAN Card

B. 3-passport size photographs

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph:-+91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201305

Employment Offer Letter

19 January, 2022

To,

Divya Gupta,
D/O Pramod Kumar Gupta,
Mauranipur, damale chauk,
Jhansi, Uttar Pradesh-284204
Email id: divyagupta2100@gmail.com
Contact No: 6392983906

Dear Divya,

It is our pleasure to extend the following offer of employment to you on behalf of **InnovationM Mobile and Web Technologies Pvt. Ltd.** This offer is contingent upon your reference checks, our receipt of your academic transcripts, and medical tests that the Company may request you to undertake.

Emoluments

Annual CTC: **INR 4.38 Lacs per annum**

Salary break-up:

Component	Monthly Amount	Annual Amount
Basic	15200	182400
HRA	3700	44400
Conveyance Allowance	1600	19200
Bonus	1000	12000
Gross Salary	21500	258000
Special Allowance I	5000	60000
Special Allowance II	10000	120000
CTC	36500	438000

Direct Client Deployment Benefits:

Special Allowance I

Special Allowance I is the Bonus component that is applicable for the client site deployments and will be paid on a quarterly basis.

Special Allowance II

Special Allowance II is the onsite travel benefit that is applicable only when you are deployed at direct client and visiting the client office. This component will vary as per the client location e.g. Entitlement for Gurgaon location (per working day) is INR 500/- (approx. 10,000/- per month) and for Noida/Delhi location it is INR 400/- (approx. 8,000/- per month).

Designation

Your designation will be **Software Engineer**.

Date of joining

You need to join the services of the Company on **20 January 2022, Thursday** at our Noida Office.

Probation

You shall be on probation for a period of 3 months from the date of commencement of your services. This period may be further extended at the discretion of the organization. If your performance has remained unsatisfactory and it is considered that further training/support would not lead to reaching the required standards, the employment will be discontinued by the employer by giving 1 week of prior notice. After the successful completion of the probationary period, your appointment will be confirmed subject to your satisfactory performance.

Taxation

Your emoluments will be subject to income tax as per the provisions of the Income Tax Act 1951 of India.

Notice period

During the employment (including both probation and confirmed) period, you can resign from the services by giving 2 months written notice to HRD. If you resign while you are deployed at client location, then this notice period will be of 3 months. The notice period cannot be set-off against any leave and not negotiable. Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:



Director

- i) if you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- ii) if you have not followed internal policies, procedures, including Standard Operating Procedures, or Code of Conduct;
- iii) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- iv) if you are found to be absent from the office/duty without written approval of the Company's Director(s);
- v) if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies or misused Company's assets / facilities.

Employment Bond

The employment shall be subject to Employment Bond (2 years) to be entered between InnovationM Mobile and Web Technologies Pvt. Ltd and you. You need to sign the bond at the time of joining.

The acceptance of the offer letter would also be an acceptance of Employment bond terms and conditions.

Confidentiality and Integrity Terms

It is a condition of your services to ensure that the organization's policy of maintaining the strictest confidentiality, both within and outside the Company, for the remuneration you receive is observed by you at all the times. You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

During your period of employment at InnovationM or after separation from the company, you or someone else on your behalf would not post or share any defamatory, derogatory, or inflammatory content on any social media, forums, sites etc. about or related to the company, its management, employees, your co-workers, business partners, or the clients of InnovationM.

Upon termination of your employment, you will immediately surrender to the organization all files, documents, soft and hard files, and any other databases entrusted to you in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means- electronic, mechanical, photocopying, recording, scanning or otherwise – any copyrighted material which is the property of the organization for your own benefit or for the benefit of any third party – either during the course of your employment or on your separation. Whilst in your employment with the organization, you

will not either directly or indirectly engage yourself either full time or part time elsewhere in any job, profession or business of any nature .You will not take up any job or assignment either directly or indirectly or through a third party for a period of 24 months – either full time or part-time or on contract – with a client of InnovationM or any of their subsidiaries, clients or affiliates, with whom you may have come in contact during your employment with InnovationM or did any work with them. To ensure this, we may, ourselves or through a third-party verification agency, ask for proof of your new employer(s) including but not limited to a verification / confirmation email from your new employer(s)'s official email id.

As it might put the company in a disadvantageous position, you will refrain from mentioning the company's clients name on your CV / resume and / or disclosing it our competitors (audit and consulting firms) both while you are employed and after separation from the company.

Transfers and Relocation

During employment with the Company, you may be posted/transferred to company's branch offices / client locations. This may include migration to other technologies owing to business needs. You will promptly comply with Company's instructions concerning transfer / relocation / technology migrations.

The rules and regulation, including code of conduct, as framed by the organization from time to time shall become conditional upon you and by which you shall abide.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and returning the same to us for our records.

You understand and agree, if not so, then please specify your reservations, that by accepting the Appointment (through any form of communication) you agree to abide by the terms and conditions of this Appointment (letter); and any non-adherence with the terms (of the Appointment) will result in loss to the Company and/or put the Company in a disadvantageous position. As a result, the Company will have a right to claim damages from you and instigate applicable legal proceedings against you.

Thanks, and regards,

Vibhasika Shree
HR Executive


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Agreement Forming Part of Our Employment Offer

This Agreement is entered into this the date **20 January 2022, Thursday** between InnovationM Mobile and Web Technologies Pvt. Ltd a "Company" registered in India and **Divya Gupta** Indian inhabitant residing D/O Pramod Kumar Gupta, Mauranipur, damale chauk, Jhansi, Uttar Pradesh-284204 (herein after referred to as "Employee") Where as

- The Company has selected the Employee for the position of **Software Engineer** which would initially involve extensive training for imparting the required level of skills, for effectively carrying out responsibilities assigned to the Employee.
- The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of **2 years** to the Company, In case he/she wants to leave the company, in consideration of which, the Company is not charging the cost of training from him/her.
- The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, so that the same are carried out in an effective manner.
- The Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of **2 years** from the date of his/her joining the services of the Company.

Now This Agreement Witnessed As Below:

1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the 2 years term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of **2 years** from the date of his/her joining the services of the Company.
2. In case the Employee, for any reason, leaves/resigns the services of the Company before the period of **2 years**, then he/she shall forthwith pay salary/stipend of 9 months being the indemnification of the cost of training to the Company. Notice period is not counted towards bond period. Means, if someone resigns before the completion of bond period, it would be treated as breach of bond. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company & at the same time company has full right to initiate appropriate legal proceedings against the Employee. This option of leaving the service before the period of 2 years can be exercised only if a prior consent of the Company has been taken.

3. That the said Employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.
4. That the said Employee shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whatsoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
5. However, the Company has full right to suspend or terminate the employment of the Employee in case if he i) breaches any of the terms and conditions of the employment (per the Appointment Letter accepted by the Employee), or/and ii) in the opinion of the Company, is guilty of dishonesty, misconduct or negligence in the performance of the duties; or/and iii) have not followed internal policies, procedures, including Standard Operating Procedures, or Code of Conduct; or/and iii) have been found to have committed a serious breach or continual material breach of any of his duties or obligations; or/and iv) found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies or misused Company's assets / facilities. Also the Company can withhold the Salary or/and Experience Letter/Relieving Letter of the said Employee until the final clearance of the matter.
6. That the Employee hereby agrees that the aforesaid Agreement being signed is compensatory and not punitive in nature and has been signed to balance the interests of the Company and the Employee, as detailed above. Further, the Employee agrees that the said agreement is being signed without any element of force and of his own will and volition, being of sane and sound mental disposition and is enforceable against the Employee.
7. Any dispute or difference arising out of this Agreement shall be resolved through arbitration as per the provisions of the Arbitration and Conciliation Act, 1996. The venue shall be in Noida, U.P.

InnovationM Mobile and Web Technologies Pvt. Ltd

(Authorized Signatory)

Employee Signature: _____

Employee Name:

Date:

Place: Noida



Director

InnovationM Mobile and Web Technologies Private Limited
Regd. Office: A-2/2, First Floor, Paschim Vihar, New Delhi - 110063, India
Corp. Office : A-36, Ground Floor, Sector 4, Noida - 201301, India
www.innovationm.com | CIN No. : U72900DL2012PTC231401
t: +91 8447 227 337, +91 8860 227 337 | e: info@innovationm.com

Dronacharya Group of Institutions
27, N.P. Vihar, Paschim Vihar - 201306

February,17,2022

Akhand Pratap SINGH
Type II/39 President Estate Rashtrapati,
Bhawan New Delhi Delhi-110004 India

Dear Akhand,


This has reference your application and subsequent discussions with us, we are pleased to offer you the position of **Associate Product- Development Engineer** in our organization for **Six Month** on the following terms and conditions:


1. During your training you will be paid stipend of Rs. **18000/-** per month (Additional statutory contribution).
2. You will be on training starting **February,17,2022**. During the period of your training, your services can be terminated without assigning any reason.
3. During the training period, you will not be entitled to any leave or any other allowances as applicable to other regular employee of the company.
4. You will not claim any regular employment with the company at any time nor is the company bound to offer you any regular employment during or after the completion of the training period.
5. During the training period you will be required to observe all rules and regulations as per the Company policy regarding timings, dress code, and behavior etc.
6. You will strictly abide by the standards of confidentiality and non-disclosure terms applicable to our staff members as outlined in the confidentiality agreement and other policies in this regard, as may be announced by the Company from time to time. Any discoveries, inventions, software developed, documentation prepared shall remain property/copy right of the company. You shall not claim any ownership or any other rights whatsoever, in respect to the same.
7. You can be transferred temporarily or permanently anywhere in India depending on the exigencies of Company's work at any of its locations.
8. You have to give one month's prior notice in case of separation with the organization.

Kindly sign the duplicate of this as a token of acceptance and return the same to us for records.

Thanking You,

For Idemia Syscom India Private Limited


Ankit Bansal
Deputy Manager – Human Resources


Director
Dronacharya Group of Institutions
27, Kp-III, Greater Noida-201306

IDEMIA SYSCOM INDIA PVT. LTD.
(Formerly known as Syscom Corporation Private Limited)
RO: 507, 5th Floor, 1, Sharda Chamber
Plot No. 31, Narsi Natha Street, Bhat Bazar Masjid
Chinchbunder, Mumbai-400009, Maharashtra, India

Annexure		
Employee Name : Akhand Pratap SINGH	Employee Code : SYS2708	
Designation : Associate Product – Development Engineer		
w.e.f.: February 17th, 2022		
	Monthly	Annual
Fixed Components (A)		
Basic	9,500	114,000
House Rent Allowance (HRA)	4,750	57,000
Transport Allowance	200	2,400
Other Taxable Allowance	5,500	66,000
Total Fixed Pay (C) = (A+B)		239,400
Employer's Contribution to Social Security * (D)		
Provident Fund (PF)	1,800	21,600
Medical Insurance Premium	1,135	13,620
Employee State Insurance (ESI)	648	7,781
Gratuity **	457	5,483
Employer's Contribution to Social Security * (D)	4,040	48,484
Annual Cost to Company (C+D+E)		287,884

- * Subject to the law applicable and company policy in force
 ** Gratuity payable as per Gratuity Act

Akhand



Director
 Dronacharya Group of Institutions
 27, KP-111, Greater Kailash-I, New Delhi-110048

indxx

INDXX CAPITAL MANAGEMENT PRIVATE LIMITED

CIN Number: U73100DL2007PTC167214

E-mail Id: info@indxx.com

Website address: indxx.com

Phone No. 0124-4628300/301/302

EMPLOYMENT AGREEMENT

BETWEEN

INDXX CAPITAL MANAGEMENT PVT. LTD.

THE "COMPANY"

AND

MILLI KUMARI

THE "EMPLOYEE"

DATED

JULY 01, 2022

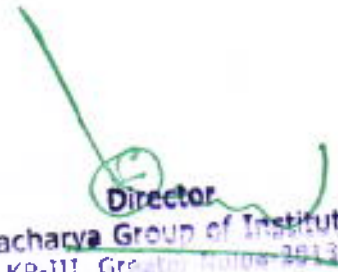

Director
Dronacharya Group of Institutions
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AGREEMENT FOR EMPLOYMENT

THIS EMPLOYMENT AGREEMENT made and entered into this on **01 JULY 2022** FRIDAY.

BETWEEN:

- A. Indxx Capital Management Pvt. Ltd, a company incorporated under the Companies Act, 1956, as amended, modified, and replaced from time to time, having its registered office at NEW DELHI, hereinafter referred to as the "**Indxx Capital Management Pvt. Ltd.**", (which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns)

AND

MILLI KUMARI, (HAUPK7997F), D/O, BASANT KUMAR Resident of at **DDA LIG Flat, Flat No – 60, Mayur Vihar Phase 3, New Kondli, Prachin Shiv Mandir, New Delhi 110096**, hereinafter referred to as the "**Employee**".

The Company and Employee shall hereinafter jointly be referred to as the "Parties" and severally as the "Party".

1 RECITALS:

- A. Whereas the Company is engaged *inter alia* in the business of Index Development, Index Calculation, Analysis and Research.
- B. Whereas the Employee is desirous of full-time employment with the Company.
- C. Whereas the Company wishes to engage the services of the Employee on a full-time basis subject to completion of the terms and conditions specified in this Agreement.

THEREFORE, in consideration of the mutual promises, provisions contained in this Agreement and for other good and valuable consideration, the sufficiency of which consideration is hereby acknowledged by both the Parties, the Parties hereby agree as follows:

2 DEFINITIONS

Capitalised terms used in this agreement shall have the meaning ascribed to them below:

- 2.1 "**Affiliate**" means any Person who directly or indirectly, through one or more intermediaries, controls or is controlled by or is under the common control as that of the Company;
- 2.2 "**Business**" means all the activities that the Company is engaged in including but not limited to the business of Index Development, Index Calculation, Analysis and Research;


Director

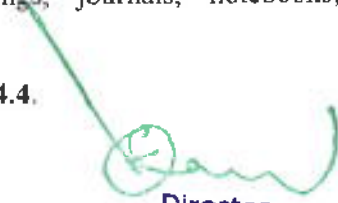
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- 2.3 **"Business Trip"** means visit to a site or location other than the normal working place of the Employee for the purposes of the Business of the Company including but not limited to business promotion or provision of services to the clients of the Company.
- 2.4 **"Competitor"** means and includes all such Persons whether domestic or foreign, which carry on or which are likely to carry on business similar to the Business as defined herein above and/or directly or indirectly compete or have the potential to compete with the Company;
- 2.5 **"Confidential Information"** means and includes, information which is confidential and proprietary to the Company and/or Affiliates and/or to certain third parties with which the Company and/or Affiliates has relationships, and disclosed to or obtained by the Employee from the Company and/or Affiliates and/or such third parties, whether (without limitation) in graphic, written, electronic or machine readable form on any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company and/or Affiliates and/or its Competitors (present or potential) such as Company's Intellectual Property; content; data; techniques; plans; designs; programs; customer information; identity and job descriptions of Company personnel; the Company's organizational structure; financing relationships or terms; service provider or vendor relationships or terms; processes; methodologies; compensation or bonus data; the terms of this Agreement; or other information not in the public domain pertaining to the Business or affairs of the Company or of any of its Affiliates; but does not include information: (i) that is in the public domain other than by Employee's breach of this Agreement and/or of any other agreement to which the Employee is bound by; (ii) that was previously known by Employee, as established by written records of the Employee prior to receipt of such information from the Company and (iii) that was lawfully obtained by the Employee from a third party without any obligations of confidentiality to Company;
- 2.6 **"Company Policies"** shall mean the all the policies and procedures of the Company including those specified in **Clause 13** of this Agreement;
- 2.7 **"Destination"** in relation to the Off-Site program shall mean the location or site where the Employee is being offered the Off-Site Program; in relation to Business Trips shall mean the location or site where the Employee is required to go for the Business Trip;
- 2.8 **"Intellectual Property"** includes ideas, concepts, creations, discoveries, inventions, improvements, know how, trade or business secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, databases, software programs, data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments;

Director

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- 2.9 **“Intellectual Property Rights”** or **“IPRs”** include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of Intellectual Property, anywhere in the world, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property and, (v) all extensions and renewals thereof; (vi) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same;
- 2.10 **“Offer Letter”** shall mean the offer letter given to the Employee offering employment with the Company and shall include all the amendments made through increment letters issued by the Company from time to time;
- 2.11 **“Off-Site Program”** shall mean a program of the Company whereby the Company offers to the Employee various amenities for the purposes of (i) a holiday; (ii) training; (iii) conference; or (iv) such other activity as the Company may deem appropriate; at a site or location other than the normal workplace of the Employee;
- 2.12 **“Person”** or **“Persons”** means an individual, corporation, partnership, limited liability company, association, trust or other entity or organization, including a government or political subdivision or an agency or instrumentality thereof that is not a party to this Agreement;
- 2.13 **“Property”** includes, but is not limited to the:
- 2.13.1 internal memoranda, computer equipment (including software), training materials, books, and all other like property, including all copies, duplications, replications, and derivatives of such property which embody Confidential Information and Intellectual Property or any other information concerning the Business, of the Company, whether such documents have been prepared by the Company or any other Person;
- 2.13.2 papers, blueprints, drawings, specifications, pen drives, laptops, keys, pass cards, identification cards, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, sample products, prototypes and models or any other property belonging to the Company and/or its Affiliates.
- 2.13.3 any residential accommodation, automobile, furniture, fixtures, fittings and furnishings, communication equipment, and all other items; and,
- 2.13.4 any tangible expression of Confidential Information, including, without limitation, photographs, plans, notes, renderings, journals, notebooks, computer programs and samples relating thereto.
- 2.14 **“Viruses”** shall have the meaning ascribed to it in **Clause 4.4**.
- 2.15 Unless the context of this Agreement otherwise requires:


Director
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- 2.15.1 words of any gender include each other gender;
- 2.15.2 words using the singular or plural number also include the plural or singular number, respectively;
- 2.15.3 the terms "hereof," "herein," "hereby" and derivative or similar words refer to this entire Agreement;
- 2.15.4 whenever this Agreement refers to a number of days, such number shall refer to calendar days unless otherwise specified;
- 2.15.5 headings are used for convenience only and shall not affect the interpretation of this Agreement; and
- 2.15.6 references to the Recitals, Clauses and Appendices shall be deemed to be a reference to the recitals, clauses and appendices of this Agreement.

3 EMPLOYMENT AND TERM

- 3.1 On and from the date hereof, the Employee hereby agrees to be employed by the Company, for his/her exclusive full-time services in accordance with the terms and conditions set forth in this Agreement. The Employee shall have the duties and responsibilities customarily associated with this position and shall perform any other tasks as instructed by the Company from time to time. The Employee the designation as initially provided in the Offer Letter and as modified from time to time by the Company.
- 3.2 Employment of the Employee is subject to submission of all the details as required in **Annexure 1** and the relevant documents as required for pre-employment background verification being provided by the Employee to the Company. The Company shall have the right to invalidate the offer, terminate this Agreement without notice or pursue any other remedy available in law in case it is found that any information provided to the Company (as enumerated in **Annexure 1**) is incorrect or any material information has been withheld.
- 3.3 Employment of the Employee is further subject to all the terms and conditions as specified in the Offer Letter.
- 3.4 The Employment of the Employee shall be subject to a probation period of 6 months which may, depending upon performance of the Employee and at the sole discretion of the Company, be extended for a further additional period of 6 months. During the probation period, the Employee shall be entitled to receive remuneration as per the terms of this Agreement. However, the services of the Employee may be terminated by the Company with immediate effect and without giving any (i) reasons for Termination or (ii) Notice Period for Termination. Notwithstanding **Clause 10.1**, in case of Termination of this Agreement by the Company during the probation period, the Employee shall not be entitled to any amount in lieu of the Notice Period.


Director
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4 DUTIES AND RESPONSIBILITIES, TRANSFER, CONFLICTS, ETC.

- 4.1 The Employee hereby agrees and undertakes to perform various duties and undertake various responsibilities as may be required by the Company and devote the whole of his/her time and attention to the Business, to the best of his/her skills and abilities to promote the interests and welfare of the Company.
- 4.2 The Employee shall initially be appointed to the location as provide in the Offer Letter. The Company may, at its sole discretion, second, depute, assign and/or transfer the Employee to any other office of Company in India or overseas or to any Affiliates of the Company or to any third parties. The Employee hereby consents to any such secondment, deputation, assignment and/or transfer by the Company of the Employee including to third parties. Further, in such case, the Employee shall also be bound by any policy of such other office or Affiliate, in existence at the date of this Agreement or that may be subsequently framed by the Company, Affiliate or Third Party. The Employee may also be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his/her duties.
- 4.3 Since it is a full-time employment arrangement with the Company, while in the employment of the Company, the Employee is in no way allowed to be employed in any other organisation on a permanent, temporary or part time basis or offer his/her services with or without consideration to any physical person, legal entity or public authority or be occupied in Employee's own business, without the prior written consent of the Company. Employee shall comply with all directions given to the Employee by the Company and faithfully observe all the rules, regulations, and arrangements applicable to Employee.
- 4.4 The Employee shall not introduce any form of harmful or surreptitious code, including but not limited to viruses, worms, software bombs, malware, Trojan horses, or system monitors or key loggers (collectively, "Viruses"), and will make best efforts to ensure that no Viruses are introduced, into the computer systems or networks of the Company or its clients. If the Employee discovers or otherwise learns that a Virus has been introduced into the Company's or its client's computer systems or networks, it will promptly and immediately notify the Company in writing.
- 4.5 The Employee may be required to sign certain agreements with the Company or its clients and complete various formalities pursuant to execution of such contracts as may be required by the Company from time to time. These agreements may be required pursuant to the business requirements of the Company or its clients. In the event the Employee has any objection to the signing of the agreements, the Company and the Employee shall discuss suitable alternatives as the circumstances may require. It is hereby clarified that the Employee shall enter into (or not enter into) such contracts of his own volition and without any form of coercion, duress or undue influence.
- 4.6 The Employee shall ensure compliance with agreements entered into by the Company with each of its clients for whom the Employee is working on behalf of the Company.
- 4.7 Employee is required to disclose in writing to the Company all of Employee's business interests, if any, whether or not they are similar to or in conflict with the

- business(es) or activities of the Company and all circumstances, in respect of which there is or there might in the future be a conflict of interest between the Company and Employee or any of Employee's immediate relatives. Employee agrees to disclose fully to the Company in writing any such interests or circumstances which may arise during Employee's employment immediately upon accruing of such interest or occurring of any such circumstances.
- 4.8 Unless specifically authorized in writing by the Company, the Employee agrees that he/she will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. The Employee shall also not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.
- 4.9 During the term of Employee's employment with the Company, Employee is required to be medically fit to perform the services assigned to Employee from time to time. As to whether Employee is medically fit, is an issue which will be professionally determined by the Company as and when deemed appropriate by the Company and Employee shall be bound by such determination. Employee may accordingly be required to undergo periodical medical examination as and when intimated to Employee by the Company.
- 4.10 During the term of employment and at all times thereafter, Employee will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.
- 4.11 Upon the Employee joining the Company and at regular intervals thereafter, the Company may require the Employee to undergo technical and/or refresher training as the Company may deem fit from time to time. The technical / refresher training may be followed by a written examination / evaluation. In the event the Employee does not successfully clear (as per the standards laid down by the Company) the written examination / evaluation, as a continuing condition of the Employee's employment, the Company reserves the right to (i) require the Employee to undergo additional technical / refresher training (followed by a written examination / evaluation) and/or (ii) terminate Employee's employment with the Company.

5 REMUNERATION AND BENEFITS

- 5.1 The Employee shall be entitled to an all-inclusive remuneration as provided in the Offer Letter. The Company may change the remuneration structure from time to time. The Company may withhold from any amounts payable under the Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, the Employee shall be responsible to pay the necessary tax and any interest / penalty thereon.

Director

Dronacharya Group of Institutions
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- 5.2 If, during the Employee's employment under this Agreement, the Employee becomes indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from the Employee against the compensation payable to the Employee and collect any remaining balance from him/her.
- 5.3 The Employee shall be entitled to various company sponsored benefits in accordance with the Company Policies. The Employee shall also be entitled to paid leave(s) in accordance with the Company Policies. Notwithstanding entitlement of Employee to the benefits mentioned in this Clause 5.3, the Company may change/alter the Company Policies to increase or decrease these benefits as it may deem appropriate.

6 DISCLOSURE

1. Since it is a full-time employment arrangement with the Company, while in the employment of the Company, the Employee is in no way allowed to be employed in any other organisation on a permanent, temporary or part time basis or offer his/her services with or without consideration to any physical person, legal entity or public authority or be occupied in Employee's own business, without the prior written consent of the Company. Employee shall comply with all directions given to the Employee by the Company and faithfully observe all the rules, regulations, and arrangements applicable to Employee. Withstanding disclosure norms of the organization, the employee is expected to disclose all his/ her trading activities on quarterly basis and sign a declaration stating the adherence of the same.

7 OFF-SITE PROGRAM AND BUSINESS TRIPS

- 7.1 The Company may from time to time, at its sole and absolute discretion, offer to the Employee Off-Site Program(s). The Off-Site Program shall include only such amenities as are expressly specified and offered by the Company in writing at the time of offer of such Off-Site Program or are otherwise provided by the Company at its sole discretion.
- 7.2 The Employee shall not be entitled to claim anything over and above the amenities expressly agreed by the Company. Any other expenses involve for the purposes of the Off-site Program shall be on the Employees account and the Company shall not be responsible for the same.
- 7.3 The Employee hereby accepts the following terms and conditions and shall ensure that he / she complies with the following:
- 73.1 The Employee shall agree to conduct himself / herself in a dignified and appropriate manner.
- 73.2 The Employee shall not act in breach of any law in force (in Indian or otherwise applicable at the Destination).


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- 7.3.3 The Employee shall be responsible for its own activities at the Destination, during travel to and from the Destination and during the entire course of the Off-site Program. The Company shall not be responsible in any manner whatsoever for any of the Employees activities during the course of the Offsite Program (including without limitation (i) the Employee being lost, (ii) the Employee suffering any personal harm, (iii) the Employee being imprisoned or penalised by the relevant authorities; or (iv) any harm caused to the employee because of his / her illegal or undignified acts).
- 7.3.4 The Employee agrees not to carry any prohibited articles during any Off-Site Program and in case the Employee is found with any prohibited goods, he/she shall be solely responsible for the same. The Employee hereby clarifies and confirms that all the articles carried on by the Employee to such Off-Site Program (including as a part of his/her luggage) to the Destination shall belong to the Employee and that the Company neither shall have verified nor shall be obliged to verify the contents of the articles / items being carried by the Employee to the Destination. The Company shall not be responsible in any manner whatsoever for any prohibited articles / items found in the Employee's possession (including without limitation for costs incurred for arranging the Employee's legal defence or ensuring the Employee's return).
- 7.4 During the Off-Site Program, the Employee shall continue to be responsible to compensate the Company for any loss or damage caused to the Company owing to illegal or undignified behaviour of the Employee or for any other activity in breach of this Agreement.
- 7.5 The Company may require the Employees to go for Business Trips inter alia for the purposes of (i) promotion of its Business; and (ii) sale or provision of services to its clients. The Employee in relation to Business Trips hereby agrees *mutatis mutandis* to all the terms and conditions provided in **Clause 6.1 to 6.4**.

8 NON-SOLICITATION AND NON-COMPETE

- 8.1 The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of one year following the date of termination of Employee's employment with the Company ("**Termination Date**"), the Employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):
- 8.1.1 Solicit and/or attempt to solicit employment of or advise any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation or any person or organization providing services to or through Company and/or its Affiliates to terminate his or her contract or relationship with Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or Contact and/or attempt to contact any of the existing or prospective clients (i.e. any person or organization with whom the Company and/or its Affiliates is in advanced stages of exploring a professional or business relationship) of the Company and/or its Affiliates to

entice such clients away from the Company and/or its Affiliates or to damage in any way their business relationship with the Company and/or its Affiliates or for the provision of substantially the same services provided to such clients by the Company and/or its Affiliates; or

- 8.12 Solicit and/or attempt to solicit or undertake employment with any client of the Company and/or its Affiliates or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Company; or
- 8.13 Enter the employment of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) the Employee gains such knowledge during the term of employment or (iii) it is obvious to the Employee.
- 8.2 The Employee hereby agrees that for a period of 12 months from the Termination Date, the Employee shall not directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function) of any organisation, third party or any other person for whom the Employee has been providing services or working in any other manner on behalf of the Company.
- 8.3 It is agreed by and between the Parties that the employment with the Company and the compensation payable under this Agreement shall be sufficient consideration for this Clause.
- 8.4 The Employee hereby acknowledges and agrees that the limitations as to time and the limitations of the character or nature placed in this Clause 7 are reasonable and fair and will not preclude the Employee from earning a livelihood, nor will they unreasonably impose limitations on the Employee's ability to earn a living. In addition, the Employee agrees and acknowledges that the potential harm to the Company of the non-enforcement of this Clause 7 outweighs any potential harm to the Employee by this Agreement and has given careful consideration to the restraints imposed upon the Employee by this Agreement, and is in full accord as to their necessity for the reasonable and proper protection of Confidential Information and Intellectual Property of the Company now existing or to be developed in the future. The Employee expressly acknowledges and agrees that each and every restraint imposed by this Agreement is reasonable with respect to subject matter, time period and geographical area.
- 8.5 It is expressly understood and agreed by the Parties that although the Employee and the Company consider the restrictions contained in this Clause 7 to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that the time or territory or any other restriction contained in this Agreement is an unenforceable restriction against the Employee, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction

cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

8.6 The Company may, at its sole option, relieve, wholly or in part, the Employee, from complying with the provisions of this **Clause 7**.

8.7 The Employee shall not buy, sell, trade or have any interest in any securities in relation to which the Employee is performing any functions as a part of his/her employment. The Employee shall not buy, sell, trade or have any interest in any securities without first intimating the Company and receiving a prior conflict clearance from the Company in relation to such security from the Company. For the avoidance of doubt, it is clarified that the nature of assignment performed by the Employee for the Company may lead to price sensitive information in relation to publicly traded securities being available with the Employee and it shall be the duty of the Employee not to take any benefit from the use of such information and not to share such information with any other person.

8.8 For all the purposes of this **Clause 7**, the Company shall be construed to include the Company and its Affiliates.

9 INTELLECTUAL PROPERTY

9.1 **Prior Developments:** The Employee has submitted to the Company a complete report with all supporting documents relating to all the Confidential Information, Intellectual Property and all other information developed by the Employee on or prior to the Date of Employment, which would be excluded from the scope of this Agreement. If any such disclosure has not been made, the Employee represents that he/she does not own any Intellectual Property prior to the Date of Employment.

9.2 **Acknowledgment:** The Employee acknowledges and agrees that the Intellectual Property as well as any portion thereof developed by the Employee shall be the sole property of the Company from date of creation thereof. However, the Company may waive its rights over such property in favour of such of its clients as the Company may deem appropriate.

9.3 **Disclosure:** During the term of the Employee's employment and for six (6) months after termination of the Employee's employment with the Company, the Employee agrees to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company all Intellectual Property and relevant records, which records will remain the sole property of the Company.

9.4 **Handing-over:** The Employee agrees that all originals and all copies of any and all material containing, representing, evidencing, recording or constituting all or part of the Intellectual Property, however and whenever produced (whether by Employee or others) and whether or not protected under copyright law or patentable or protected under other intellectual property law, shall be immediately handed over to the Company upon its creations and any copies thereof returned to the Company upon termination of Employee's employment for any reason.

Director

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- 9.5 **Ownership:** The Employee agrees that the exclusive ownership of all content and/or part of Intellectual Property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to the Company from date of creation. The Employee hereby waives all moral rights in relation to the Intellectual Property.
- 9.6 **Assignment:** The Employee hereby irrevocably, absolutely and perpetually assigns to the Company worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Intellectual Property developed by the Employee, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee hereby agrees to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. The Employee further agrees to assist and cooperate with the Company in perfecting the Company's rights in any of its Intellectual Property.
- 9.7 **Agreement to Assign:** To the extent any assignment of Intellectual Property cannot be made to the Company or its designees, for any reason whatsoever, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to Company or its designees, all of the Employee's right, title and interest including IPRs therein or any part thereof.
- 9.8 **Co-operation:** During and after the term of the Employee's employment by the Company, the Employee shall and undertakes to assist the Company, at the Company's expense, in every proper way to (i) secure and maintain the Company's rights hereunder and to carry out the intent of this Agreement and for vesting the Company with full title of the Intellectual Property and all rights, titles and interest including IPR therein; (ii) to apply and prosecute registration applications in respect of IPRs relating to Intellectual Property for the Company's benefit, in any and all countries; (iii) sign, execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be required for the abovementioned purposes.
- 9.9 **Power of Attorney:** Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any IPRs, due to any cause, the Employee hereby irrevocably designates and appoints the Company and each of its duly authorized officers and agents as the Employee's agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of IPRs or protection in respect of the Intellectual Property, with the same force and effect as if executed and delivered by the Employee. The Company reserves the right to appoint another attorney in lieu of the attorney as appointed hereinabove.
- 9.10 **Third-Party Material:** The Employee represents and warrants that he will not use or integrate in the Intellectual Property any third party materials or data that are not

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validly licensed to the Company unless previously authorized by the Employee's reporting officer in the Company. The Employee represents and warrants that the Employee has not violated the Intellectual Property Rights of any third party, and covenants that he/she shall not violate the Intellectual Property Rights of any third party in the course of his/her employment with Company. Provided that in the event the Company is held liable for the Employee's violation of any Intellectual Property Rights, the Employee undertakes to indemnify the Company or Affiliate as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

9.11 **License:** If, in the course of the Employee's employment with the Company, the Employee incorporates its Intellectual Property into the Company's product, process or machine, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sub-licenses) to make, have made, modify, use and sell such Intellectual Property.

9.12 **Transfer of Rights to Clients or Third Parties:** The Company shall have the right to assign, license or transfer in any other way Intellectual Property obtained from the Employee to third parties in any manner whatsoever. Without prejudice to the generality of this Clause, this right of transfer of the Company shall include right to transfer Intellectual Property to the Company's clients pursuant to its contracts with such clients. The Employee shall provide all the support and assistance as may be deemed appropriate by the Company including execution of such documents as may be necessary for effecting transfer of such Intellectual Property in the name of the Company's clients or third parties as may be required by the Company in writing. It is expressly clarified that this clause shall continue to remain operative even upon termination of this Agreement.

10 CONFIDENTIALITY

10.1 The Employee acknowledges that during the course of the Employee's employment with the Company, the Employee has had and will continue to have access to Confidential Information of the Company and/or Affiliates and/or received by the Company from third parties, which is confidential to the Company and/or Affiliates and/or such third parties. The Employee acknowledges that Company has explained that such Confidential Information is the valuable property of the Company/ Affiliates and/or their customers and is critical to the Business.


10.2 The Employee shall forever hold the Confidential Information in confidence and shall not publish, disclose or disseminate, any time, to any Person or competitor of the Company/ Affiliates; or use for any purpose any Confidential Information other than such purposes as shall be required to fulfil the Employee's duties with the Company, or remove any Confidential Information, in whole or in part, from the Company's premises, without the Company's prior written permission. The Employee shall maintain Confidentiality of Confidential Information in relation to each client as if maintenance of Confidentiality in accordance with the agreement(s) of the Company with such clients was a personal obligation of the Employee and as if such Employee was a party to the agreement(s) of the Company with such clients.


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- 10.3 Notwithstanding the aforesaid provisions, the Employee may disclose Confidential Information where ordered to do so, by any government, judicial or quasi-judicial authority; provided however, that the Employee shall in such a case give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.
- 10.4 The Employee shall return to the Company or to its nominees Confidential Information, including copies thereof irrespective of storage or presentation medium, including all electronic and hard copies thereof, and any other material containing or disclosing any Confidential Information which is in the Employee's possession, power and control as and when called upon by the Company and upon termination, not later than the Termination Date or at the option of the Company, as the case may be, destroy the same. The Employee shall not make or retain any copies of such Confidential Information. Until such time as all such Confidential Information is returned or destroyed, the Company shall, in addition to initiating legal proceedings for recovery of the same, be entitled to withhold any salary, emoluments or other dues of the Employee. Further, the Employee shall compensate the Company for any misuse of the Confidential Information. On or immediately after the Termination Date, the Employee shall certify (as per the format provided by the Company) that the Employee has complied with the obligations imposed under this Clause.
- 10.5 The Employee understands that access to the Company's databases and table structures, including but not limited to databases or table relating to clients, salary information, benefits, or stock of Company employees, is only on a "need to know basis". The Employee understands that he/she is not permitted to access any database and tables, unless the database or table directly relates to the work being performed by the Employee, and the Employee agrees that he/she will not access any databases or tables other than those necessary to perform the Employee's duties. The Employee understands that accessing a Company database or table that does not directly relate to the work required to be performed by the Employee may, at the sole option of the Company, result in disciplinary action, up to and including termination of employment. The Employee also understands and agrees that sharing passwords, using another employee's password, or allowing someone to use a password that has been designated solely as the password of the Employee, may, at the sole option of the Company, result in disciplinary action up to and including termination. The Employee also understands that the Company may monitor and review which databases and tables that the Employee has been accessing at any time without prior notice to the Employee.
- 10.6 During the term of employment, the Employee will not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom the Employee has an obligation of confidentiality, and the Employee will not bring onto the premises of the Company or Company's clients any unpublished documents or any property belonging to any former employer or any other person to whom the Employee has an obligation of confidentiality, unless consented to in writing by such former employer or person.

11 NOTICE PERIOD AND TERMINATION


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- 11.1 **Termination by either Party:** Either Party may terminate this Agreement upon written notice to the other Party. The termination would be effective after three (3) months from the date of the receipt (by the other Party) of such notice (hereinafter referred to as the "Notice Period"). Alternatively, the Company may terminate the Employee's employment with immediate effect, upon giving the Employee basic component of the salary in lieu of notice or pro-rated basic component of the salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period. In case the Employee has given a notice to resign or terminate Employee's employment or resign from services, the Employee is expected and required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so, (i) require the Employee to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or (ii) upon the Employee's request allow the Employee to leave service during the notice period only upon Employee making payment to the Company in the form of damages for breach, the amount equivalent to three times the monthly salary together with other allowances and emoluments receivable by the Employee from the Company.
- 11.2 **Termination by Company due to Employee's misconduct and dissatisfactory performance:** Notwithstanding anything mentioned in above sub-clause 10.1, the Company may terminate Employee's employment under this Agreement, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct of the Employee, (ii) Employee's breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to the Employee by persons so authorized, (iv) the Employee's conviction for any offence involving moral turpitude, (v) breach by Employee of any terms of this Agreement or the Company's Policies or other documents or directions of Company, (vi) irregularity in Employee's attendance, or his/her unauthorized or unapproved absence from the place of work for more than five (5) consecutive working days, (vii) Employee going on or abetting a strike in contravention of any law for the time being in force, (viii) the Employee conducting himself/herself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients, (ix) Employee's misconduct as provided under the labour laws or Company Policies or (x) the Employee being accused of any illegal or criminal activity. (xi) inability to complete work assignments or correct errors in a reasonable amount of time. (xii) inability (for whatever reason) or unwillingness to learn new tasks or skills or to work collaboratively. (xiii) Inability to overcome unsatisfactory performance for a prolonged period.
- 11.3 **Termination upon Total Permanent Disability or Death of Employee :** This Agreement shall automatically terminate upon Employee's total permanent disability, or death,
- 11.4 **Retirement:** Employee will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of the Company.


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- 11.5 **Offer on Liquidation:** If the employment of the Employee is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganisation of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and the Employee has been offered employment with the company succeeding to the Company upon such event on terms no less favourable to the Employee than the terms in effect under this Agreement then the Employee shall have no legal or contractual claim against the Company by reason of the termination of the employment.
- 11.6 **Garden Leave during Notice Period:** The Company may, in its absolute discretion, require the Employee at any time during the Notice Period not to attend the Employee's place of work and/or not to perform any duties for the Company or to perform any such duties, projects or tasks as are expressly assigned to the Employee by the Company. The Employee shall continue to be employed by the Company during such period and therefore shall be eligible to receive the Employee's full pay and benefits during any such period. During any such period, the Employee shall (i) notify the Company of any change of address or contact details, (ii) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (iii) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (iv) continue to be bound by the express and implied duties of the Employee's employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave shall be offset against any annual leave / privilege leave of the Employee.
- 11.7 **Separation and Release:** Upon termination of Employee's employment with the Company for any reason, the Company may require the Employee to sign a Separation and Release Agreement with the Company at no additional consideration or payment. The Employee shall comply with the termination procedures of the Company. Further, the Company shall be entitled to withhold any outstanding payments to the Employee until he/she has completed all the formalities related to termination of his/her employment.
- 11.8 In the event of an employee absconding, or not making the appropriate payment in lieu of notice or early termination, the employer shall be entitled to deduct the appropriate notice pay from any money due to the employee. In case employee fails to pay his/her dues, the Company has all the rights to initiate legal proceeding against him.

12 COMPANY'S PROPERTY - EMPLOYEE'S DUTY TO RETURN

- 12.1 Any and all of the Company's Property, Confidential Information and Intellectual Property of the Company acquired by or in the possession of the Employee under this Agreement, shall be returned to the Company immediately upon termination of this Agreement.
- 12.2 In the event the Employee's employment with the Company is terminated, Employee shall sign and deliver to the Company a termination and/or release certificate as provided by the Company, without any additional consideration or benefit.

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- 12.3 It is further agreed and understood that until such time as all of the Company's Property, Confidential Information and Intellectual Property are returned and the termination certificate is provided as abovementioned, the Company shall, in addition to initiating legal proceedings for recovery (and without prejudice to any other rights or remedies that Company may have under law or equity), be entitled to withhold any salary, emoluments or other dues of the Employee then or in future payable to the Employee, and may further, at its discretion, deduct therefrom the full value of the said property/properties calculated at its then replacement price. The Employee recognizes and agrees that the Company shall be entitled to recover from the Employee and the Employee shall be bound and liable to make good to the Company any loss suffered by the Company on account of misuse of the Company's Property, Confidential Information and Intellectual Property by the Employee and/or any damage occasioned to the Company's Property, Confidential Information and Intellectual Property whilst in the custody of or entrusted to the Employee.

13 COMPANY POLICIES

- 13.1 The Employee agrees and undertakes that the Employee shall be bound by all the policies and procedures of the Company (including those contained in the Code of Conduct Document and Policies and Procedures Document), as may be drafted, revised, amended and/or updated from time to time by the Company. Failure to comply with the relevant policies of the Company as applicable to the Employee shall entitle the Company to take such disciplinary action as it may be deemed appropriate.

14 NOTICES

- 14.1 All notices, requests and other communications hereunder must be in writing and will be deemed to have been duly given only if delivered personally or mailed (first class postage prepaid) or by electronic mail to the Parties at the following addresses:

- 14.1.1 If to the Company:

Indxx Capital Management Pvt. Ltd
Address: **INDXX TOWER, 390, PHASE IV, UDYOG VIHAR,
SECTOR 18, GURGAON, 122022**
Attention: **Sunny Goyal**
Email Id: sgoyal@indxx.com

- If to the Employee: **MILLI KUMARI**

Address: DDA LIG Flat, Flat No – 60, Mayur Vihar Phase
3, New Kondli, Prachin Shiv Mandir, New Delhi
110096

Email Id: MKUMARI@INDXX.COM


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At the postal address / email id provided in this Agreement or the postal address / email id as available in the Company's records.

14.2 Any change in the address of either the Company or the Employee shall be notified to the other Party in the same manner mentioned hereinabove.

15 REPRESENTATIONS AND COVENANTS

15.1 The Employee hereby represents to and covenants with, the Company that:

- 15.1.1 he/she has been provided with a copy of this Agreement for review prior to signing it;
- 15.1.2 that he/she has reviewed the Agreement and that he understands the terms, purposes and effects of this Agreement;
- 15.1.3 he/she has signed the Agreement only after having had the opportunity to seek clarifications;
- 15.1.4 he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her;
- 15.1.5 he/she has executed this Agreement of his/her own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees;
- 15.1.6 this Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Company;
- 15.1.7 he/she has all requisite power and authority, and does not require the consent of any third party to enter into this Agreement and grant the rights provided herein;
- 15.1.8 the execution, delivery, and performance of this Agreement by him/her does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which he/she is a party or any judgment, order or decree to which he/she is subject;
- 15.1.9 he/she is not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other Person; and
- 15.1.10 the services performed by him/her and all items and/or materials furnished by him/her in connection with or as a result of such services shall not infringe upon or violate the personal, civil or property rights, or the rights of privacy of, or constitute a libel, slander or unfair competition against or violate or


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infringe upon any common law right, copyright, trademark, trade name or patent or any other right of any person or entity;

15.1.11 no third-party obligations of the Employee prohibit, and shall never during the term of this Agreement prohibit, the Employee from performing any of the obligations of the Employee herein;

15.1.12 he/she will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement;

15.1.13 he/she is legally permitted to reside and be employed in India and shall remain so during the term of his/her employment with the Company unless expressly agreed to in writing by the Company.

16 DISPUTE RESOLUTION

16.1 The Company and the Employee hereby agree that they will, at all times, act in good faith, and make all attempts to resolve all differences howsoever arising out of or in connection with this Agreement by discussion.

16.2 Notwithstanding the aforesaid provisions of this Agreement, in the event of any breach or apprehended breach by the Employee of the provisions of this Agreement, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach.

17 MISCELLANEOUS

17.1 **Entire Agreement:** The terms of this Agreement with the Offer Letter together form the entire agreement and govern the understanding with respect to the subject matter hereof and supersede all prior discussions or representations between the Company and the Employee including, but not limited to, any representations made during the Employee's interview(s) or relocation negotiations, whether written or oral. This Agreement together with the Offer Letter shall constitute the complete and exclusive statement of their terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Agreement. Any subsequent change or changes in the Employee's duties, salary or compensation will not affect the validity or scope of this Agreement.

17.2 **Amendments:** No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initialled by all signatories to this Agreement.

17.3 **Survival:** Termination of this Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

17.4 **Assignment:** Except as otherwise provided in this paragraph, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective heirs, representatives, successors and assigns. Neither this Agreement nor any right or interest hereunder shall be assignable by the Employee, his beneficiaries, or legal representatives without the Company's prior written consent; provided, however, that

nothing in this **Clause 17.4** shall preclude the Employee from designating a beneficiary to receive any benefit payable hereunder upon his/her death, or the executors, administrators, or other legal representatives of the Employee or his/her estate from assigning any rights hereunder to the person or persons entitled thereunto. This Agreement shall be assignable by the Company to a subsidiary or affiliate of the Company; to any corporation, partnership, or other entity that may be organized by the Company, its general partners, or its officers, as a separate business unit in connection with the business activities of the Company or of its general partners or officers; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership, or other entity or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

17.5 **Authorisation:** In the event of termination of the employment of the Employee, the Employee hereby grants consent to the Company to notify any new employer of the Employee and/or any third party about the obligations of the Employee under this Agreement. If necessary, the Company has a right to disclose this Agreement to any new employer or third parties.

17.6 **Governing Law and Jurisdiction:** This Agreement shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Agreement.

17.7 **Waiver:** No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

17.8 **Severability:** If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid or excessively broad by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to Persons, or circumstances other than those with respect to which it is held invalid shall not be affected.

17.9 **Data Privacy:** The Company may, in connection with the Employee's employment, receive personal data relating to him/her or third parties associated with him/her (such as spouse or children). Such data may be received from the Employee, or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for relevant and limited purposes. By signing this Agreement, the Employee expressly consents to the following:

17.9.1 the processing of his/her personal data by the Company;

17.9.2 the collection and processing of sensitive personal data about him/her for limited purposes;


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1793 the transfer worldwide of personal data held about him/her by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of his personal images and voices in marketing material, videos, etc.; and

1794 treating any personal data to which the Employee has access in the course of his/her employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to him/her.

17.10 **No Attachments:** Except as required by law, no right to receive payments under this Agreement shall be subject to anticipation, commutation, alienation, sale, assignment, encumbrance, charge, pledge, or hypothecation, or to execution, attachment, levy, or similar process or assignment operation of law, and any attempt, voluntary or involuntary, to effect any such action shall be null, void and of no effect.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Indxx Capital Management Pvt. Ltd.

Employee



Sign:

Name: SUNNY GOYAL

Sign: _____

Name: _____



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ANNEXURE I

List of Documents/Information to Be Submitted on or before Date of Joining to Facilitate Joining, Background Verification / Validation and Appointment Process at Indxx Capital Management Pvt. Ltd.

PRE-EMPLOYMENT BACKGROUND VERIFICATION	
S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification. Degree Certificate, All Mark sheets
2	Permanent/Current Address proof – Passport, Ration Card, Voter ID. Driving License, UID unique
3	Previous Employer – Relieving and Experience Letter with Employee ID Number
4	A duly filled and signed copy of the BG Form
5	Complete details of all the securities (including stocks, bonds, debentures etc.) held by the Employee.
DOCUMENTS NEEDED FOR JOINING	
S.No.	Particulars
(A)	One Set of Photocopy of Following Documents
1	Date of Birth Certificate
2	Copy of PAN Card or acknowledgement slip of Form 49, if applied for PAN No.
3	Copy of full set of offer letter, self-attested on all the pages
4	Professional/ Educational Certificates and Mark sheets
	10th standard or equivalent mark card and certificate
	12th standard, diploma or equivalent mark card and certificate
	Graduation mark card and certificate
	Post Graduate certificate mark card and certificate
	Other relevant skill/ educational certifications
5	Experience Letter (s) from all your PAST employers including details of period of
6	Latest Pay-slip / Salary Certificate from the last two employers
7	Passport - All non-blank pages (if applicable)
8	Permanent & current Residential address proof (Ration Card / Voter ID Card /
9	Four COLOUR PHOTOGRAPHS with WHITE BACKGROUND (Name & blood group to be mentioned at the back of photographs). - Passport Size
10	Bank Account No. (Deutsche Bank) (If Any)
11	Joiners family (Parents, Spouse, Children) details including their DOB
12	Blood Group of Self and Family
(B)	Two Sets of Photocopy of Following Documents
13	Resignation/ Relieving letter of last 2 employers


Director

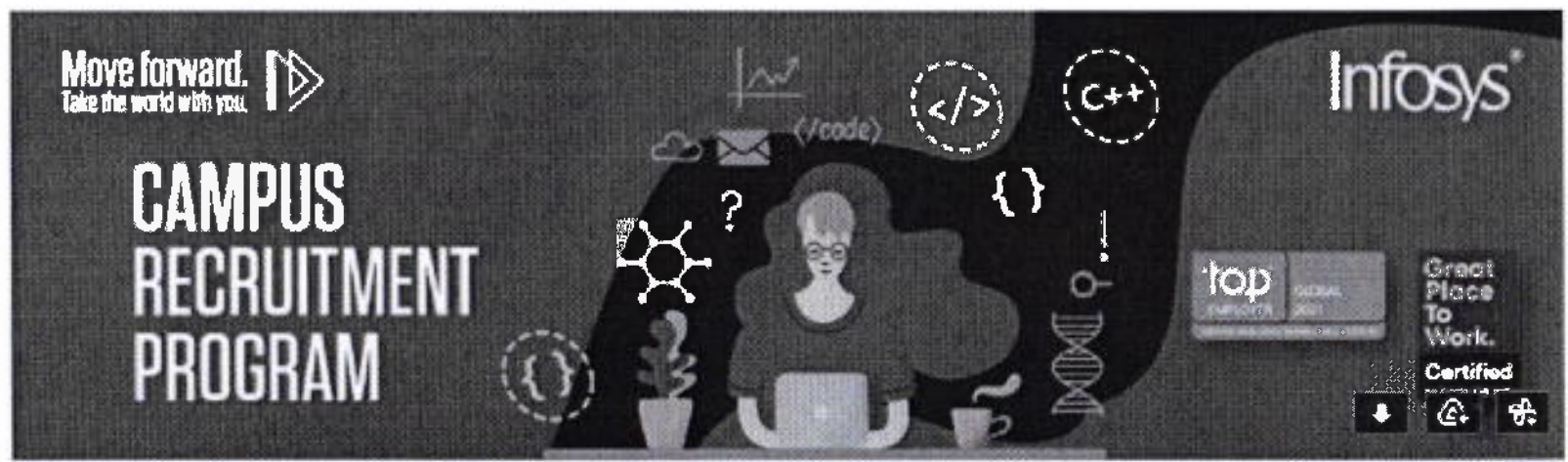
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Infosys Campus Recruitment Program: Congratulations, you have a job offer



Infosys Freshers Recruitment <Talent.Acquisition@Infosys.com>
to Infosys

Tue, Mar 22, 11:50 AM (1 day ago)



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. 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.

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

Director

Dronacharya Group of Institutions of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process
27, KP-III, Greater Noida-201306
Please note: Emails sent to any other Infosys email address might not be responded to.

Congratulations, you have a job offer

Inbox



Infosys Fresher... Mar 22
to Infosys ▾



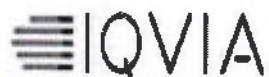
Hello!

Thank you for participating in the **Infosys** Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the **Systems Engineer** role. 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.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and 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. **Infosys** recruitment process related emails sent to any other **Infosys** email address might not be responded to.




SALARY AND BENEFIT STATEMENT		
NAME	Smita Singh	
DESIGNATION	Associate Software Developer	
GRADE LEVEL	130	
DATE OF JOINING	Monday, September 5, 2022	
1. SALARY COMPONENTS	per Month (INR)	per Annum (INR)
BASIC	25,167	302,000
HRA	12,583	151,000
SPECIAL ALLOWANCE	25,167	302,000
ANNUAL GROSS PAY (AGP)	62,917	755,000
2. RETIRAL BENEFITS	per Month (INR)	per Annum (INR)
PROVIDENT FUND	3,020	36,240
FIXED COST TO COMPANY (1+2)		INR 791,240
3. ANNUAL INCENTIVE PAY TARGET*		per Annum (INR)
ANNUAL INCENTIVE PAY TARGET*		60,400
TOTAL COST TO COMPANY (1+2+3)		INR 851,640
OTHER COMPENSATION BENEFITS		
ANNUAL INCENTIVE PAY TARGET*		
You may participate in non-salary compensation programs as may be available subject to applicable terms, conditions and eligibility requirements of such programs and at the program administrator's discretion. Entitlement and the amount payable under such program shall be governed by the Company's performance incentive plan which is liable to change from time to time at the sole discretion of the Company. Payouts under such programs are not guaranteed.		
OTHER BENEFITS		
Gratuity: The eligibility and amount of this benefit is as per the applicable laws.		
Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.		
Group Medclaim: Employee and family members are covered as per prevailing Company Policy.		
Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.		

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



SALARY AND BENEFIT STATEMENT			
NAME	Priyansh Kamal		
DESIGNATION	Associate Software Developer		
GRADE LEVEL	130		
DATE OF JOINING	Monday, September 5, 2022		
1. SALARY COMPONENTS	per Month (INR)	per Annum (INR)	
BASIC	25,167	302,000	
HRA	12,583	151,000	
SPECIAL ALLOWANCE	25,167	302,000	
ANNUAL GROSS PAY (AGP)	62,917	755,000	
2. RETIRAL BENEFITS	per Month (INR)	per Annum (INR)	
PROVIDENT FUND	3,020	36,240	
FIXED COST TO COMPANY (1+2)		INR 791,240	
3. ANNUAL INCENTIVE PAY TARGET*		per Annum (INR)	
ANNUAL INCENTIVE PAY TARGET*		60,400	
TOTAL COST TO COMPANY (1+2+3)		INR 851,640	
OTHER COMPENSATION BENEFITS			
ANNUAL INCENTIVE PAY TARGET*			
You may participate in non-salary compensation programs as may be available subject to applicable terms, conditions and eligibility requirements of such programs and at the program administrator's discretion. Entitlement and the amount payable under such program shall be governed by the Company's performance incentive plan which is liable to change from time to time at the sole discretion of the Company. Payouts under such programs are not guaranteed.			
OTHER BENEFITS			
Gratuity: The eligibility and amount of this benefit is as per the applicable laws.			
Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.			
Group Mediciam: Employee and family members are covered as per prevailing Company Policy.			
Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.			


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida, India

Congratulations!!

Here is your LOI



Dear Ishita

Pursuant to our discussions and meetings, we are pleased to offer you the "Associate - Recruitment" role. You shall commence employment on 26th Feb 2022 at our Noida office. This offer is subject to satisfactory reference, background checks and verification of the information provided by you in your CV, employment form and our various discussions.

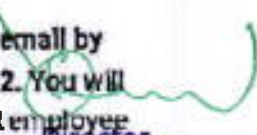
Please find below the salary breakup for your reference (Details in Annexure 1):

Salary Components	Monthly CTC (INR)	Annual CTC (INR)
Fixed Cost to the Company (CTC) (Including retires)	24,000	288,000
Maximum Performance Linked Incentive Earning Potential	10,000	120,000
Total Compensation Earning Potential / Total Cost to the Company	34,000	408,000

Other Deductions	Per month	Per Annum
Group Health Insurance + Personal Accidental Insurance Mandatory for Self	400	4800

Features: Group Health Insurance sum Insured INR 300000, Personal Accident Cover INR 1000000, Maternity Hospitalization benefits upto INR 50000 etc.

Kindly indicate your acceptance of this offer by acknowledging this email by 08:00 PM, 23rd Feb 2022 along with the duly signed Annexures 1 & 2. You will be on probation for 6 months and shall be confirmed as a permanent employee after a comprehensive assessment of your learning & performance.


Director
Dr. Anshu Charya Group of Institutions
27, KP-III, Ghaziabad-201305



TSPL/OL/2022/Mar/07

Date: Mar 16, 2022

Mr. Kartik Goswami

Mobile: +91 9599769155

Email id: kartikgoswami05@gmail.com

Offer Letter

Dear Kartik,

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., 7th 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**.


Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306

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.

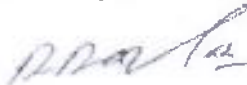
Kindly Further note that your appointment will be contingent on your ability to maintain minimum aggregate marks of 70% in your graduation, failing which your appointment will not be further processed and this letter will be withdrawn.

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

jaro education®

13th October 2021

To,
Mr. Kartik Goswami,

Dear Kartik,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

Particulars	(Amount in Rupees.)	
	For 1 st 90 Days	Effective from 4 th Month
Basic Salary	: 15,050	16,000
House Rent Allowance	: 1,505	8,000
Transport Reimbursement	: 1,600	1,600
Telephone Reimbursement	: 500	500
Statutory Bonus (Paid Monthly)	: 1,254	1,400
Special Allowance	: 5,091	12,500
Total	25,000	40,000
Daily Travel Reimbursement	: 3,000	3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	: 10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	: 2,000	2,000
Total	40,000	55,000

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____



Director
Brahacharya Group of Institutions
27, KP-44, Chembur (E), Mumbai - 400 074

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

Trainee Consultant - Documentation Inbox



Priya Pathriya 4 days ago
to me ▾



Dear Kartik,

Greetings!

We are happy to inform that you have successfully cleared HR round of interview with us.

You are requested to kindly complete the document and revert

1. Pan Card
2. Adhar Card
3. Passport if have
4. 10th , 12th, and all Semester Marksheets
5. Passport size photograph

Please scan all the above documents in single pdf and send back as a revert.

Thank you!


Director

Dronacharya Group of Institutions
27,



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



Inbox



Infosys Freshers Re... 2 days ago
to Infosys ▾



Hello!

Thank you for participating in our campus recruitment drive.

Congratulations! You have cleared the interview round to receive a final job offer for Systems Engineer role for our Digital Experience (DX) Unit. 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. Request you to kindly confirm your status in the following survey

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.

You will soon hear from us about the next steps of the process.

In case of any queries, please contact your placement office or to write to us at talent.acquisition@infosys.com. Infosys off-campus recruitment drive related queries sent to any other Infosys email address will not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys


Director
Gronacharya Group of Institutions
27, KP-III, Greater Noida



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

Inbox



Infosys Freshers Re... 2 days ago
to Infosys ▾



Hello!

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Congratulations! You have cleared the interview round to receive a final job offer for Systems Engineer role for our Digital Experience (DX) Unit. 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. Request you to kindly confirm your status in the following survey

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We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

Director

Dronacharya Group of Institutions
27, KP-II, B... 201305



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TECHNOLOGIES

G-130, Second Floor, Sector 63, Noida - UP
info@designoweb.com
www.designoweb.com
0120-4279861

Letter of Offer for Employment

Date: 10th January, 2022

To

Kartik Goswami,

Noida

(U.P)

Dear Kartik

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization Business Development Executive in **Designoweb Technologies Pvt. Ltd.** with effect from joining date on or before **17th Jan 2022**.
Your place of work will be: **G 130, 2nd Floor, Sector 63, Noida (U.P.)**.

You will be paid gross emoluments as detailed in Annexure – A.

Warm
Regards,

ANKITA CHAUHAN

HR Head


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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TECHNOLOGIES

G-130, Second Floor, Sector 63, Noida - UP
info@designoweb.com
www.designoweb.com
0120-4279861

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

On the day of your joining, you are required to submit the following:

1. Self-attested copies of all academic certificates and mark sheets.
2. Self-attested copies of professional credentials from last and all previous employers, including.
 - a. Appointment Letter.
 - b. Relieving letter and experience certificates
 - c. Salary certificate/Pay slip and Form 16.
3. Photographs (4 passport size)
4. Photo copy of passport (first two and last two pages).
5. Copy of Pan Card.

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

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Your truly

For Designoweb Technologies Pvt. Ltd.

ANKITA CHAUHAN
HR HEAD

Director

Dr. Pracharya Group of Institutions
27, KP-III, Greater Noida-201305



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G-130, Second Floor, Sector 63, Noida - UP
info@designoweb.com
www.designoweb.com
0120-4279861

Annexure – A

Our offer to you as a **Business Development Executive** subject to the execution of the Service Agreement. Total gross salary will be **INR 4 LPA TO 6 LPA** according to the performance & training period stipend will be INR 15,000 per month for 3 months.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/ nominee.

1. Nature of Work:

Your nature of work mainly includes all the aspects of the (Duties and responsibilities) Software development, deployment, design and client interaction as well as any other adhoc duties assigned to you from time to time. You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be as- signed and explained to you by your senior from time to time.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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G-130, Second Floor, Sector 63, Noida - UP

info@designoweb.com

www.designoweb.com

0120-4279861

2. Working Hours:

The regular working hours of the company are from (Office timings) Monday to Friday 9:30 am to 6:30 pm. You will be required to work extra hours as and when required and informed by your senior.

3. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/ Assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in training programmes without any extraneous circumstances would lead to automatic termination of your employment.

5. Performance Reviews/Appraisal:

The Company has a policy of annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance rating achieved during the appraisal period.

6. Intellectual property rights

If during the period of employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged

Director

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306



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0120-4279861

8. Restrain

1. Access to Information:

Information is available on need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

2. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data. Leave

9. Leave

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company.

10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



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11. Termination of Service:

1. If your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training /employment can be terminated by the company without any notice or salary thereof.
2. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice termination or notice pay.
3. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.
4. On confirmation you will be required to give one & half month' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the one & half month' notice period.

12. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your Statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. As joining date is already confirmed, so you need to join on confirmed date, otherwise company has right to penalize you.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida 201205

[Type text]



K.B.G. ENGINEERS

Govt. Contractors & Builders

Office No. 201, 214, IInd Floor, S.S.G. Majesty Mall, Road No. 43,
Guru Harkishan Marg, Near DCP Office (Outer Distt), Pitampura, Delhi- 110034

Office: 011-27010979 Mob.: 09312220945, 085059 08883

E-mail: kbg.engineers@gmail.com

Ref. No. 2021/022

Dated 29/12/21...

HARSHIT PALIWAL
104, B GAUSHALA ROAD
NEW MANDI
MUZAFFARNAGAR, U.P - 251001

Dear Harshit,

Thank you for exploring career opportunities with us, we are pleased to extend you the offer of employment with KBG Engineers.

The details of your joining are as mentioned below:


1. Date of Joining: 10th JANUARY, 2022
2. Location: Delhi
3. Designation: SOFTWARE DEVELOPER
4. Compensation (CTC): 36950

We look forward to working with you.

Yours Sincerely,



Executive Assistant - HR


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

20th December 2021
HARSHIT PALIWAL
104 B GAUSHALA
ROAD NEW MANDI,
MUZAFFARNAGAR,
U.P - 251001

**Sub: Offer of
Employment**

Dear Harshit,

Congratulations! we are delighted to offer you a Role of **SOFTWARE DEVELOPER** at **KBG Engineers**.

Your Annual Cost to the Company (CTC) will be **RS 4,43,400 /-** (**Four Lakhs Forty Three Thousand Four Hundred only**) per annum. This has been detailed in the Compensation Details sheet.

The terms and conditions of our company are as follows:

1. Probation and confirmation:


You will be placed on probation/ training for a period of three months from your date of joining and your services shall be confirmed upon your successful completion of the probation, in this regard, the decision of the management shall be final and binding. Your confirmation as a permanent employee is subject to your satisfactory performance and submitting the requisite joining documents as required by the company. Your confirmation status will be communicated to you via email to your official email id, within 15 days of your probation period getting over.

If your performance is found unsatisfactory, your probation period may extend up to a maximum of 3 months or the company may terminate your employment with immediate effect. During the extension of probation period, if your performance is still found unsatisfactory, then your services shall be terminated with immediate effect forthwith without giving any further notice whatsoever.

2. Working Hours and Leaves:

The company follows a seven-day work week with nine hours of daily work schedule. The official working hours of the company begins from 10:00 am. The daily break timing duration will be: two 15 mins tea break and one half an hour lunch break.

All confirmed employees are eligible for 24 Paid Leaves. The Paid leaves are calculated on a pro-rata basis and credited every quarter. During the probation period, the employee is eligible for 1 Paid leaves each month, he/she is not allowed to take any planned vacation. No leaves can be availed before completion


Director
Brencharya Group of Institutions
27, KP-III, Greater Noida-201306

of one month of employment. Any such leaves taken will be treated as Leave without pay. All leaves and attendance system is managed through Employee Self Service portal.

3. Performance Appraisal:

The annual performance appraisal is carried out at the end of the fiscal year. To be eligible for the appraisal, successful completion of the probation period is mandatory. Your growth and salary will depend on your performance and contribution to the company.

4. Transfer:

Your services are transferable, and you may be assigned, after 10 days notice, to any location in India where KBG Engineers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

5. Background and Reference Check:

The Company shall conduct a background and reference check as per company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

In case such a discrepancy comes in notice of the company after joining, the company reserves the right to terminate the employment without any notice.

6. Notice Period:

The notice period on resignation will be of one month. Your services may be terminated by either party, giving notice in writing for one month or payment of one month's salary in lieu thereof.

The Company reserves the right not to accept salary in lieu of notice.

KBG Engineers reserves the right to terminate your employment without notice on grounds of breach of company policies, misconduct or where your performance has been found to be unsatisfactory.


Absence for a continuous period of five days without prior approval of your Project Managers (including overstay of leave/ training), can lead to your services being terminated without notice.

7. Non-Divulgence of Company's Business Information:

You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:

Keep confidential and not disclose to any unauthorized persons

- a. All Company information, business and financial interests,
- b. Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out,
- c. Technical capability and


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

d. Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment

8. Other Terms and Conditions:

Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.

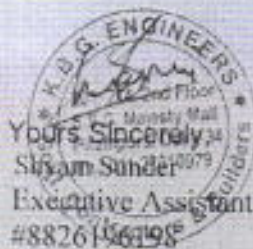
Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with KBG Engineers.

Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.

You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company. Any of the contents may be modified/deleted or added without giving any prior notice.

Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

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


Yours Sincerely,
Siyam Sunder
Executive Assistant - HR
#8826156198

For KBG Engineers.

I understand and affirm the need to treat my compensation as highly individual and confidential which is not to be disclosed to any other personnel.


I have read and understood the above terms and conditions of employment and the implications thereof. I hereby accept the aforesaid terms and conditions and agree to abide by the same.

Signature: _____

Name: _____

Date: _____

Place: _____


Director
Branch Office of KBG Engineers
23, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

SERVICE AGREEMENT

This agreement made at Gurgaon on this day of, year Two Thousand & Twenty One (2021) by and between ValueCoders Services LLP, a company registered under the Limited Liability Partnership Act, 2008 having its registered office at 2nd Floor, 55P Sector 44, Gurugram 122003, Haryana, (hereinafter referred to as the "Company").

A N D

Mr/Ms aged about Years, S/o, D/o
..... residing at (hereinafter referred to as "you").

WHEREAS you have approached the Company and offered yourself of your own free will for appointment as an
..... which has been accepted by the Company.

You are currently untrained and unskilled in the art of your profession, or is otherwise required to undergo some necessary training and orientation to which the Employee has expressed a desire to receive such training.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

You hereby agree:

1. That the remuneration that Company has agreed to pay is in the nature of stipend during the Training, which the company is willing to incur over and above the expenses of training you in arts and skills, and it is therefore reasonable for the company to require your services for a period of Eighteen (18) months from the date of formal appointment as a full time employee.
2. To obey and to abide by the rules and regulations, service conditions and standing orders of the Company as may be in force from time to time and to comply with orders of his superiors issued from time to time.
3. The Employee agrees and undertakes that in the event he/she:
 - i. commits breach of the above condition and resigns from, or
 - ii. leaves/abandons the service; and/or
 - iii. neglects in performance of the duties assigned to him leading to termination of his/her service as per rules/regulations by the Company,

before a period of Thirty (30) months from the date of joining, then he/she shall forthwith and immediately indemnify and hold harmless the Company for all losses, costs, charges and expenses upto extent of Rs 2,00,000/-only (Rupees Two Lakh Only) with the interest thereon @ 12% per annum from the date of breach of the above till payment as liquidated damages/cost of training including on the job training, the employee at his/her place, and also on account of business loss suffered/to be suffered by Company during intervening period.


4. You also hereby agree and acknowledge that further remedies may be applicable against you. Any negative covenants, obligations and/or undertakings given to the Company shall be specifically enforceable by injunction and any damages claimed in addition thereto shall not constitute a defense to any claim of injunction nor prevent the grant of specific relief to the Company. You expressly waive the defense that damages are sufficient alternate relief to an injunction and you confirm, assure and represent that each and all the negative covenants shall be enforceable by one or more mandatory injunctions prohibiting the breach of any covenant or compelling specific performance of any obligation on your part as contracted herein (whether by way of ad interim or interim relief, or otherwise by way of permanent injunction and damages).

EMPLOYEE SIGNATURE

For ValueCoders Services LLP

WITNESS 1:
Name & Address:

WITNESS 2:
Name & Address:


Director
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27, KPI-III, Greater Noida-201308

Nanda Glass Industries



Nanda Glass Industries

OFFER LETTER

Dated - September 22, 2021

MR. Waqar Ahmed,

Congratulations! With reference to your application and subsequent interview, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer trainee**.

You are requested to join us on 5th Jan 2022. Your principal place of employment will be our **Plant Address at A-3 , Noida Sector-80, Uttar Pradesh- 201002**.

Your Salary would be **17,640/-per Month CTC and After 6 month Salary upto 3.6 LPA**. The general terms and conditions governing your employment .

On the date of joining, you would be required to submit the documents listed in **Annexure A**.

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Nanda Glass Industries

Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Welcome to Nanda Glass Industries We look forward to a mutually fruitful association.

For Nanda Glass Industries

Ravindra Yadav

ANNEXURE A

LIST OF DOCUMENTS TO BE SUBMITTED ON JOINING

A. Copies of Certificates

1. 10th std or equivalent marks card and certificate,
2. 12th std, or equivalent marks card and certificate,
3. Graduation marks card and certificate.
4. Passport (If Applicable)

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5. Post-graduation Certificate marks card and certificate
6. Other relevant educational or skill certifications
7. Date of Birth Certificate
8. Relieving letter / Experience Certificate from the previous employers
9. Latest pay slip / salary certificate from the last employee
10. PAN Card

B. 3-passport size photographs

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CIN:(U72900HR2012PTC045537)

10th November 2021

Mr. Mohit

Address: VPO Kanwali Distt. Rewari,
Haryana - 123411
Contact: +91 9518488371

Dear Mohit,

CONTRACT OF EMPLOYMENT

Following your recent interviews and subject to receiving a satisfactory report based on the background check conducted by us as deemed appropriate we are pleased to offer you employment with Think Future Technologies Pvt. Ltd. (hereafter the "Company") in the position of **Software Trainee** (hereafter the "Employee or you") on the following terms.

This letter sets out the main terms and conditions of your employment. Subject to the terms of your employment, certain clauses (**12 & Annexure 3**) mentioned below will not be applicable to you.

Main Terms and Conditions of Your Employment

1. Commencement Date

We would like you to start work as soon as you are free to do so, however as discussed and agreed it is expected that you shall join the company on or before **10th November 2021**, and not later than this. Your first day of work with us will be the "**10th November 2021**" of your employment.

2. Place of Employment

- a. Your initial place of work will be at the Company's premises in **Gurgaon**.
- b. During the period of your employment with the Company, the Company may at any point of time as per its discretion transfer or depute you to any other department(s) of the Company or

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to any other subsidiary or affiliate of the Company or any of its customer's location within India or abroad or to any other location in India or abroad of the Company and you are under an obligation to accept the same.

- c. You shall perform your duties at such locations as are reasonably necessary and appropriate, subject to reasonable travel requirements on behalf of the Company from time to time.
- d. You shall not be entitled to any additional compensation on this account.

3. Probation Period

The first 3 months OR 3 months after training period (if applicable) of your employment will be a probationary period. Your probation period may be extended if deemed necessary at the sole discretion of the Company and the same shall be accepted by you without any objection or reservations. Upon completion of your period of probation, you will be deemed to be on probation until you receive the letter of confirmation in writing (the term writing includes via electronic means) from the company.

4. Training Period (exclusively for fresher)

- a. The training period for the employee (Fresher) of the Company shall be 3 months and the Company reserves the right to extend the training period at its sole discretion
- b. The decision of the company in regard to the above-mentioned provision shall be accepted by the employee without any objection or reservations.
- c. Once the training period is completed the employee will be deemed to be on training until and unless he/she is served with a letter in writing (including via an electronic medium) in regard to the same from the company's side.



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5. Basic Salary, Other Benefits and the mode of Payment

- a. In consideration for the fulfillment of your obligations as an employee, the Company shall, during the terms of your employment, pay you an annual salary of CTC **INR. 216,000/-** during the training and probation period. After completion of your probation period, the Company shall pay you an annual salary of CTC **INR. 4,02,000/-** (including PF) subject to tax deduction at source as applicable under Indian Law.
- a. The remuneration for your services as stated above shall be paid to you on a monthly basis on or before the 5th working day of the succeeding month. Your compensation as decided by the Company may be reviewed annually subject to the discretion of the Company.
- b. However, the first month's salary shall be paid by the Company on the 15th of the succeeding month and thereafter you shall receive the remuneration as per the pay cycle mentioned above
- c. Incentives related to the late shifts are governed by the company's internal policies definitions and standards.

6. Duties

- a. You acknowledge and agree that you shall not directly or indirectly, share or discuss your compensation details, in full or part, with any person in or outside the Company other than with those who are authorized to do so.
- b. You are liable to be transferred anywhere in India and/or abroad related to company's work.
- c. Any costs / payments to reduce or buy out your notice period with your current employer will be borne by you and the Company shall not have any obligations in this regard.
- d. You shall be responsible for performance of the duties and obligations as decided by your manager from time to time.

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- e. As an employee of the Company, you shall devote your entire professional and business time, skills and effort to the performance of the duties and responsibilities assigned by the Company from time to time and shall at all times faithfully and diligently promote and protect the business and interests of the Company. Your position with the Company is an executive position involving continuous responsibility and does not entitle you to any compensation for overtime. You shall further acknowledge that the work environment at the Company requires flexibility and that you need to undertake additional related duties from time to time, which include local as well as overseas travel or such other duties and responsibilities as may be required by the Company.
- f. In case the company sends you abroad on an official visit, you would need to continue with the Company for at least for one year from the date of your return. In case you decide to do the contrary then as a consequence you'll have to compensate the expenses incurred before and during the visit (this includes travel/lodging/boarding/visa/medical/per diem expenses of the visit.)
- g. You shall perform your duties with diligence, devotion and commitment and in conformity with the rules and policies of the Company failing which the Company may hold you liable for gross negligence and violation by you of your terms of employment.
- h. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealing with the Company. In the event you are offered the same, you should immediately report it to the management of the Company.
- i. In addition to your usual duties you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the company. The company may from time to time change your duties in consultation with you.

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7. No Other Employment or Vocation

During the period of your employment with the Company, you shall not take or engage yourself in any manner any employment or engagement with any other company or entity, including on a temporary or part time basis, or offer your services, with or without pay, to any physical person, legal entity or public authority or to be occupied or engaged in your own business without the prior written consent of the Company.

8. Performance and Compensation Review

- a. Your performance will be reviewed annually or at other times determined by us. The process will come in effect once you get confirmed at your respective job position. You must participate fully in any performance review. Your Remuneration may be reviewed as part of those reviews.
- b. You will be eligible for appraisal and salary increment after 1 (one) year from your employment confirmation date i.e. after successful completion of the probation period.
- c. Your increments and promotions are based on sole discretion of the management and shall be accepted by you without any objection or reservations.

9. Hours of Work

- a. Your working week will consist of a minimum of 45 hours including all the lunch breaks and rest intervals. The working Hours shall be defined from time to time by our project lead as per the requirements of the project. Due to Customers' requirements the same may be staggered. You will be expected to attend the office – except when travelling on business – during the working hours/shifts as may be decided by the Company and in accordance with the rules and regulation of the Company.



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- b. The company provides services to many global customers present in different time zones and thus require shift overlap of offshore and onshore resources, resulting in late night shifts. You will be expected to work in such shifts as may be decided by the Company.

10. Annual leaves

- a. You will be entitled to 29 paid leaves (15 earned leaves, 7 casual leaves and 7 sick leaves) as per company leave policy.
- b. You will be provided with the detailed term and condition for availing annual leaves, the Annual leave policy is available with the HR Department and you are advised to go through the same at the time of joining.

The policy may be amended by the company from time to time.

11. Medical fitness

- a. Your appointment is subject to the Company's right to get you medically examined by any certified medical practitioner during the period of your service. In case, you are found medically unfit to continue with the job, you will lose your job entitlement.
- b. You will retire from service on attaining the age of 60 years and as per the retirement policy available with the HR Department.

12. Maternity leaves

These conditions are subject to rules mentioned in Maternity Policy of TFT in accordance with the Maternity Benefit Act, 1961 and Maternity Benefit Act (Amended) 2017 as annexed and marked as Annexure 3.

- a. Currently the company regulates maternity leaves as per Maternity Benefit Act, 1961 ("the Act") inclusive of the recent amendments i.e. provided under, The Maternity Benefit (Amendment) Act, 2017.

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- b. Every female employee will be entitled to maternity benefit only if she has worked in the company, for a period of not less than eighty days in the twelve months immediately preceding the date of her expected delivery.
- c. Maternity benefit rate is 100% of average daily wage as defined under the Act.
- d. The amount of maternity benefit for the period preceding the date of her expected delivery will be paid in advance to the female employee on production of medical certificate indicating that the female employee is pregnant, and the amount due for the subsequent period shall be paid to such female employee within forty-eight hours of production of such proof that the female employee has delivered of a child.
- e. Any female employee having less than two surviving children will be entitled to 26 (twenty-six) weeks of maternity benefits of which not more than 8 (eight) weeks shall precede the date of her expected delivery.
- f. A female employee having two or more surviving children shall only be entitled to 12 (twelve) weeks of maternity benefit of which not more than 6 (six) weeks shall be taken prior to the date of the expected delivery.
- g. A female employee who adopts a child below the age of 3 (three) months, or a commissioning mother will be entitled to Maternity Benefit for a period of 12 (twelve) weeks from the date the child is handed over to the adopting mother or the commissioning mother as the case maybe.

13. Equal Employment Opportunity

The company is an equal opportunity employer and is committed to ensure that there is no discrimination against any employee or applicant for employment based upon race, colour, religion, gender, national origin, marital status, age, sexual orientation or any other classification protected by applicable state employment laws. The company strictly adheres to this policy in all

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its employment practices including recruitment, employee promotion, demotions, transfer, reduction in force and all other forms of compensation and company sponsored training or assistance. We also strive to ensure that the work environment is free of harassment and bullying, and that every employee is treated with dignity and respect. The company is zero- tolerant towards harassment in any form, including sexual harassment.

14. Full Disclosure of Material Facts and No Misrepresentation

- a. Your appointment is solely based on your representation regarding your qualification and experience, which the Company has relied upon. In case, at any point in time, your representation regarding your qualification and experience is found to be incorrect, you shall be liable for immediate termination without notice and without prejudice to all other rights of the Company. Further, you shall indemnify the Company due to such misrepresentation. By signing this letter, you also irrevocably consent to the Company initiating all necessary background checks as may be required during the course of your employment, either by the Company or through any third party.
- b. You confirm that you have disclosed in writing fully to the Company, all of your business interests, if any, whether or not they are similar to or in conflict with the business(s) or activities of the Company, and all circumstances in respect of which there might be a conflict of interest between the Company and you or any of your immediate relatives. You agree to disclose fully to the Company in writing any such interests or circumstances which may arise during your employment immediately upon the occurrence of such interest or circumstances.

15. Separation/Termination

- a. If clause 3 and 4 (probation and training clause) are applicable to you, then in that case the Company reserves the right to terminate the appointment at any point of time by providing

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15 days' notice or basic salary in lieu during probation period or 2 months' notice or basic salary in lieu after confirmation.

- b. In the event of termination of your services arising out of work performance issues including Failure to improve performance or failure to measure up to the expectations or standing orders of the company would tantamount to an act of misconduct. In case, improvement in your performance is required, you shall be put through a 'Performance Improvement Plan' as may be formulated in your case in consultation with your supervisor. If, however, even after completion of the program, you fail to bring your performance to the expected level, the same shall be deemed to be an act of gross misconduct making you liable for termination with 15 days' notice or basic salary in lieu during probation period or 2 months' notice or basic salary in lieu after confirmation.
- c. In the event of termination of your services arising out of disciplinary proceedings, no notice will be required from the company's side and the Company will have the right to terminate your contract of service forthwith. Further, the Company may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy; or (ii) if capable of remedy, has not been remedied by you for at least 5 days after receipt of such notice from the Company. Such material breach would include (a) your failure to comply with or committing breach of provisions contained in any of the provisions of this appointment letter or Annexure hereof (b) breach by you of any provisions of the Company rules and regulations or policy; or (c) any professional misconduct or commission of actions which are not in the interest of the Company. In addition to terminating your services for such material breach, the Company shall be entitled to recover from you the loss sustained by the Company attributable directly or indirectly to your actions.
- d. Any gross misconduct or any act or omission which is contrary to the employee's handbook or violates any rules stated thereof which results in serious misconduct can amount to

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immediate termination of the employee. An employee is advised to go through the employee's handbook at the time of joining which is available with the HR Department.

- e. In the event of your continuous absence for a period of 5 working days or more, without formal request or permission from management of the Company, you shall be deemed to have left and relinquished your employment with the Company. Such automatic relinquishment of the employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the Company and you shall forthwith cease to be in the employment of the Company without any further notice or act from the Company. Further, the company may take such necessary action as deemed fit such as action for recovery of salary for the notice period, action for recovery of any materials belonging to the company.
- f. Upon termination or cessation of the employment for any reason whatsoever, or at any other time the Company may request, you shall immediately return to the Company all material(s) belonging to the Company which is in your possession including any of the Company's documents, files, memorandum, notes, plans, records, reports etc. whether they are stored manually or electronically, and including all computer hardware and software, any mobile telephone or other electronic equipment and all Confidential Information as defined in the Non-Disclosure Agreement execute by you simultaneously with this employment letter.
- g. Your employment shall be canceled or terminated at the discretion of the Company, if on verification of the documents and information furnished by you it is found that the said documents or information are false, incorrect or forged.
- h. If the employee is convicted of any criminal offence whilst employed by the employer, it is expected this information is disclosed to the employer immediately. Failure to do so may affect the employee's continued employment with the employer.

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- i. The employee agrees that the employer may require the employee to undergo a criminal record check at any time during employment. Upon the return of the criminal record check if there are any concerns that may, in the employer's view, affect the employee's suitability for continued employment with the employer, this agreement can be terminated at the sole discretion of the employer.
- j. If employee is found guilty of any fraud or dishonesty or acted in a manner which, in the opinion of the Company acting reasonably, brings or is likely to bring you or the Company into disrepute or is materially adverse to the interests of the Company; or are convicted of any criminal offence resulting in imprisonment, the Company may terminate your appointment with immediate effect.

16. Resignation

- a. In the event of discontinuing the services with the company arising out of an employee's will, an employee can submit his resignation by providing 15 days' notice during probation period and 60 days' notice after confirmation.
- b. Effective date of notice period (15 days or 60 days) as the case may be, shall be the next working day from the day on which the employee tendered his/her resignation.
- c. In case, the last day of notice period is regarded as a weekend for him/her then the last working day before the weekend will be considered as the last day to be served as his/her notice period.
- d. 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 given by you without incurring any liability to pay salary in lieu of remaining notice period. However, if the Company desires you to continue the employment during the notice period, you shall be obliged to do so. The Company reserves



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the right to adjust your balance Earned Leaves against the whole or part of your notice period.

- e. If you are in the middle of an assignment, the company may as per its discretion require you to complete all operative parts of the assignment, as determined by the company before agreeing to relieve you from the services. This can result in the extension of the notice period as per the requirements.
- f. Employees are not authorized to take any leave during the notice period. Any unauthorized absence during the notice period will be considered as a leave without pay and not as a casual leave, sick leave, earned leave whatever the case may be.
- g. In case if any leave is availed during the notice period, the employee is under an obligation to pay an amount of compensation for such default. Also, the company may as per its discretion extend the relieving date of the employee.
- h. You shall not relieve your services unless and until the Company serves you a letter in regard to the same.

17. Personal Data

- a. The company holds and will hold certain personal information about you as part of its general employee records. Its records may include, but shall not be limited to your name, address, professional qualification and experiences, performance appraisals, disciplinary details and remuneration details.
- b. The company holds such personal data to use a variety of personnel, administration, employee, work and general business purposes.
- c. Your personal data is held on a confidential basis and access is granted to those persons who may use such data for the purposes set out above.

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- d. You will keep us informed of any change in your residential address, your family status or any other personal particulars/ information relevant to your employment as recorded with the company within 3 working days of such change happening.
- e. In signing this agreement, you consent to have your personal data held and processed by the company.

18. Non-Competition

- a. You shall agree that during the period of your employment with the Company (or any affiliate), you shall not, directly or indirectly, either as a principal, agent, employee, employer, consultant, partner, member, corporate officer or director, or in any other individual or representative capacity, engage or otherwise participate in any manner or fashion in any business that is a Competing Business (as defined below), either in India or in any other place in the world where the Company or any of its affiliates, successors or assigns engages in its business. "Competing Business" means any business, (i) which is related to providing of any Information Technology related services, including but not limited to, software development, quality assurance, testing, implementation, maintenance services and other related services; or (ii) which otherwise competes in any fashion with the business of the Company.
- b. In the event, if you shall have terminated your employment voluntarily or if the Company or its affiliate shall have terminated your employment, following termination of such employment (whether or not such termination occurs during the Term of this Agreement) you shall not, directly or indirectly, either as a principal, agent, employee, employer, consultant, partner, member, corporate officer or director, or in any other individual or representative capacity, engage or otherwise participate in any manner or fashion in any business that is a Competing Business. Client, Associate and/ or Business partners for period of six (6) months

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c. any contradiction to clause 18 shall be a punishable offence.

19. Non-Solicitation

- a. You shall agree that during the period of your employment with the Company or any of its affiliates and during the two years' period after the termination of the employment whether voluntary/ involuntary termination with the company, you shall not solicit or induce,
- b. Any officer, director, employee, agent or consultant of the Company or any of its successors, assigns or affiliates to terminate his/her or its employment or other relationship with the Company or its successors, assigns or for the purpose of associating with any competing business, or otherwise encourage any such person or entity to leave or sever his, her or its employment or other relationship with the Company or its successors, assigns or affiliates, for any other reason or hire any individual who left the employment of the Company or any of its affiliates during the immediately preceding one-year period.
- c. Any clients, investors, financing sources or capital market intermediaries of the Company or its successors, assigns or affiliates or any consultants then under contract to the Company or its successors, assigns or affiliates for the purpose of associating with any competing business, or otherwise encourage such investors, financing sources, capital market intermediaries or consultants, to terminate (or diminish in any respect) his, her or its relationship with the Company or its successors, assigns or affiliates, for any other reason.

20. Protection of Business Interest of the Company

- a. In order to protect the business and interest of the Company, you shall covenant, promise and undertake that you shall not at any time during your employment with the Company and for a period of one (1) year after cessation of your employment, engage, directly or indirectly, whether as owner, promoter, director, shareholder, consultant, retainer, advisor, employee or in any other manner, in any business, conduct or action;

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- That uses any trademark, name or nomenclature used by the Company at any time or any other name that is intended or likely to cause confusion with any name used by the Company; or
- That involves the unauthorized use, disclosure or exploitation of any proprietary or Confidential Information or data of the Company.
- b. You agree and acknowledge that the business of the Company is based on integrity and trust and therefore maintenance of ethical principles and standards of conduct is imperative. Accordingly, you shall never engage in or encourage any disparaging or slanderous acts, comments or remarks against the Company which may result in the erosion of the business interest or the loss of reputation and image of the Company and or its business and affairs.
- c. By conveying your acceptance to the terms and conditions detailed in this employment letter, you agree and acknowledge that the provisions of Clause 20 are reasonable and agreed upon by you for the purpose of protecting the business and goodwill of the Company and that accordingly, these benefits hereof may be assigned by the Company to its successor in title or interest without your consent whatsoever. You also confirm that the payment by the Company of the compensation amount to you constitutes sufficient consideration for you to agree to such conditions of employment.
- d. All other rules and regulations that may apply in your place of work will be available to you immediately after commencement of your employment and you shall duly comply with and adhere to the same. These may be modified from time to time and will be notified to you or by a company-wide memorandum.

21. Non-Disclosure Agreement

The parties acknowledge entering into a separate Non-Disclosure Agreement relating to the company's proprietary information, annexed and marked as Annexure 2 (Non-Disclosure



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Agreement). The terms of Non-Disclosure Agreement are incorporated therein by this reference. In the event of conflict between the Non-Disclosure Agreement and this Agreement, the terms providing greater protection to the company and its proprietary information shall be determinative.

22. Amendments

Subject to applicable laws, the company reserves the right to amend its terms and conditions of employment and policies from time to time.

23. Severability

If any provision of this Agreement is held by a court of competent jurisdiction to be contrary to Law, then the remaining provisions of this Agreement, if capable of substantial performance, shall remain in full force and effect. The affected clause shall be replaced by one that most nearly reflects the original intent of the Parties.

24. General

- a. During and following the employment period, you shall indemnify the Company from and against any claim, loss or cause of action arising from or out of your performance as an officer, director or employee of the Company or any of its subsidiaries or in any other capacity.
- b. You shall be bound by the Company policy for the time being in force and as varied from time to time.
- c. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues. The Company shall also be entitled to deduct any other sums as may be recoverable from you from time to time.

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Ph +91 124 2807000 web www.tifus.com


Director
Director of Financial Institutions
27, KP-III, Greater Noida-201303



CIN:(U72900HR2012PTC045537)

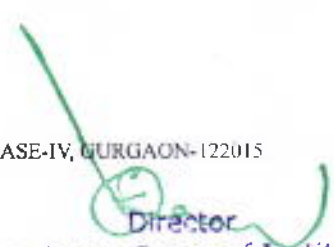
- d. The terms of this Letter of Appointment detailed above are strictly confidential and should be treated as privileged information between you and the Company.
- e. Subject to availability, surface and/or underground parking spaces can be allocated to you. However, you will have to bear the parking charges as levied by the Building Maintenance Agency.
- f. If any provision of this offer letter or agreement is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
- g. You hereby consent for the payment of salary/reimbursements by cheque or credit of salary/reimbursements etc. In your account maintained with the Bank.

25. Governing Law and Dispute Resolution

- a. This letter of employment shall be construed and governed according to the laws of India and the Courts of Gurugram shall have sole jurisdiction whether they be civil courts, labour courts, industrial tribunals or any other courts or authority of whatsoever nature.
- b. The parties submit all their disputes arising out of or in connection with this Agreement to the exclusive jurisdiction of the Court of Gurugram, Haryana,

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Director
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27, KP-III, Greater Noida-201305



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26. Commitment Agreement

It is hereby agreed that the employee will not resign or leave the company on his own for at least a period of two years from the date of joining. In case the employee does so, he/she shall be liable to compensate the company with a total of three months salary being drawn by the employee at the time of separation as means of compensation for the loss and expenses suffered by the employer in the training of the employee.

***Not applicable for the employees not employed on bond.**

Signature of the employee

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Director
Dronacharya Group of Institutions
27, Kirti Nagar, Gurgaon, Haryana - 122002



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27. Entire Agreement

This Letter of Appointment and Agreement constitutes the entire understanding relating to your employment with the Company and supersedes all the prior agreements, written or oral with respect to your employment by the Company.

We hope that you will find the foregoing terms acceptable. You are requested to indicate your acceptance to these terms and conditions and thereby accept this letter of Appointment by signing and dating the same.

Yours faithfully

Authorized signatory

Acceptance

I have read, understood and agreed to accept the employment with the company and above-mentioned contents of this contract and its appendices that collectively represent my terms and conditions of my employment with the company, and agree to abide by the same.

Signature of employee

Mohit

Date:

Think Future Technologies Pvt.Ltd AIHP TOWER, 249G, 1st FLOOR UDYOG VIHAR, PHASE-IV, GURGAON-122015
Ph: +91 124 2807000 web: www.tfas.com

Director
Director of Institutions
22, WF-117, Greater Noida-201306



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ANNEXURE 2

NON DISCLOSURE AGREEMENT

This **Non-Disclosure Agreement** (hereinafter the “**Agreement**”) is made at Gurugram on **10th November 2021** (Effective Date)

BETWEEN

Think Future Technologies Private Limited, company incorporated under the provisions of the Companies Act, 1956, having its office at First Floor, AIHP Tower 249G, Udyog Vihar, Phase-IV Gurgaon 122015, Haryana, India (hereinafter the “**Company/TFT**” which expression shall unless repugnant to the subject or the context mean and included its successors, nominees or assigns)

AND

Mohit, an individual resident of **YPO Kanwali Distt. Rewari, Haryana - 123411** (hereinafter the “**Employee**”)

Company/TFT and **Employee** are individually referred to as “**Party**” and collectively referred to as “**Parties**”.

NOW, THEREFORE IN CONSIDERATION OF THE PREMISES SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. CONFIDENTIAL INFORMATION AND PROTECTION OF CONFIDENTIAL INFORMATION.

- i. Confidential Information. For the purpose of this Agreement, the term “Confidential Information” means all information, oral or written and whether labelled as confidential or

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not, that is not generally known and which is obtained, learned, discovered, developed, created or conceived by the Employee during the Term of the employment from the Company or any Company affiliate. The term Confidential Information shall include, but shall not be limited to:

- a. Technical Information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs, research projects, discoveries, algorithms, product information, research and development information, notes, ideas, design, analyses, compilations, studies, training materials and other business documents;
 - b. Technical know-how, trade secrets, trademarks, trade design, patent, copyright and other intellectual property rights; and
 - c. Business Information: pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans, gross profit margins, selling strategies, customer lists, customer information, supplier lists and information, distributors lists and information, the fact and content of the communications and discussions between the Company and the Employee relating to provision of services.
 - d. Confidential Information shall also include any other information of the Company which is to be kept confidential.
- ii. Confidential Information does not include any information which:
- a. was lawfully in the possession of the Employee at the time of disclosure to the Employee and which the Employee acquired otherwise than from the Company;
 - b. was otherwise generally known in the public domain at the time of disclosure to the Employee;

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- c. become generally known in the public domain other than as a result of the breach of this Agreement by the Employee;
 - d. is required to be disclosed by law or regulation provided that the Employee requests confidential treatment of such Confidential Information to the extent permitted by law, when requested or required by any court of competent jurisdiction or when required by the laws or regulations of any competent jurisdiction; or
 - e. is independently developed by the Employee without the use of or reference to the Confidential Information.
- iii. Obligation to Protect Confidential Information: The Employee, during the Term of this Agreement and any time after the termination of this Agreement, irrevocably undertakes for the benefit of the Company that:
- a. the Confidential Information will be kept safe in a secure place and properly protected against theft, loss and unauthorized access. Employee will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other Confidential Information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter;
 - b. the Confidential Information will be treated as confidential and Employee shall limit the disclosure to the maximum extent possible and Confidential Information will not, without our prior written consent of the Company, be disclosed by the Employee to any other third party, except as required in the lawful performance of Employee's duties to the Company; and
 - c. The Employee acknowledges that the Confidential Information and any Company and shall remain the Company's sole property and its disclosure shall not confer on the Employee any

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rights over the Confidential Information whatsoever. On the Company's written request, the Employee shall use reasonable endeavors to return to the Company the Confidential Information in whatever form in the Employee's possession, and the Employee shall delete and remove all Confidential Information from any database or document retrieval system into which it may have been placed.

- iv. Notwithstanding the provisions of Section iii above, Employee may disclose Confidential Information of the Company pursuant to a request or order made pursuant to applicable law, regulation or legal process, provided that (i) the Employee gives the Company prompt notice of such request or order so that the Company has ample opportunity to seek a protective order, confidential treatment, or other appropriate remedy to such request or order, (ii) the Employee provides the Company with all reasonable assistance (at the Company's expense) in opposing such required disclosure or seeking a protective order or confidential treatment for all or part of such Confidential Information, and (iii) the Employee discloses only such portion of the Confidential Information as is either permitted by the Company or required by the court, tribunal, governmental agency or other authority, subject to any protective order or confidential treatment obtained by the Company.
- v. Upon cessation of the employment of the Employee or any time on the written notice to the Employee the Company can procure either (i) the return to the Company, of all Confidential Information held by the Employee (without keeping any copies, extracts or other reproductions thereof, except as required by any applicable law or regulation) or (ii) (except as otherwise required by applicable law or regulation) the destruction of the same and, in either case, Employee will, on written request, provide the Company with a declaration made after due and careful enquiry and signed by a duly authorized officer certifying that the Employee has complied with its obligations under this clause.



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2. WORK PRODUCT

- i. **Original Development:** Employee represent and warrants to the Company that all the work that is performed by the Employee on behalf of the Company and the clients, and all work products that is produced, including but not limited to software, documentation, ideas, designs, inventions, processes, algorithms, etc., (“Work Product”), will not knowingly infringe upon or violate any patent, copyright, trade secret, or other Intellectual Property right of any of the former employers or of any other third party.
- ii. **Disclosure:** Employee will promptly disclose to the Company all Work Product developed by the Employee within the scope of employment with the Company or which relates directly to, or involve the use of, any Confidential Information, including but not limited to all software, concepts, ideas and design, and all documentation, manuals, letters, pamphlets, drafts, and other writings or tangible things of any kind.
- iii. **Copyright Ownership:** Employee acknowledges and agrees that all Work Product which is made by the Employee (solely or jointly with others) within the scope of employment and which is protected by copyright is being created at the instance of the Company and is ‘work made for hire’.
- iv. **Assignment of Work Product:** Employee shall assign to the Company all of Intellectual Property rights, title and interest in and to all Work Products prepared by the Employee. Whether patentable or not, made or conceived in whole or in part by an Employee within the scope of employment by the Company, or that relates directly to, or involves the use of Confidential Information. Employee will execute all documents reasonably requested by the Company to further evidence the foregoing assignment and to provide all reasonable assistance to the Company (at the Company expense) in perfecting or protecting and or all of the Company’s rights in the Work Product.

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Dronacharya Group of Institutions
27, 57, 59, 61, 63, 65, 67, 69, 71, 73, 75, 77, 79, 81, 83, 85, 87, 89, 91, 93, 95, 97, 99, 101, 103, 105



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- v. Existing Intellectual Property of Employee: Employee acknowledges that any existing intellectual property owned by the Employee at the Date of Joining should be disclosed to the Company. The Employee further warrants that any Work Product developed by the Employee for the Company during the term of their employment, incorporating such intellectual property would be considered work made for hire and Employee shall assigns to the Company all of intellectual property rights, title and interest in and to all such Work Products prepared by the Employee.

3. THIRD PARTY INFORMATION

Employees shall recognize that Company may receive and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on Company part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of my employment and thereafter, the Employee will not disclose such confidential or proprietary information to anyone except as necessary in carrying out work for the Company and consistent with Company's agreement with such customers or third parties. Employees will not use such information for the benefit of anyone other than Company or such third party, or in any manner inconsistent with any agreement between Company and such third party.

4. UNAUTHORISED SYSTEM ACCESS AND SOFTWARE

- i. Employees have a responsibility to ensure that computerised data is accurate and kept secure. Accordingly, Employee shall ensure not to disclose personal data without written authority of the Company not to access information or systems not directly relevant to your job responsibilities;
- not to treat any personal data carelessly;
 - to lock all printouts away in opaque storage when not in use; and

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- not to disclose your computer password to any unauthorized person.
- ii. Non-compliance with the above is a serious offence and can result in Employee's prosecution.
- iii. Use of unauthorised software on any company equipment or the use of authorised software on any personal or non-company equipment is forbidden. In addition, unauthorised access (or attempt to access) of any data maintained on computer systems is forbidden.
- iv. The use of unauthorised software or breach of above mentioned policy, without the express prior approval of senior management, will be considered as gross misconduct by an Employee and a material breach of Company regulations resulting in disciplinary action against the Employee for which the Employee shall be liable.

5. TERM

The Employees obligation to protect Confidential Information as defined in this Agreement shall continue throughout the term of the employment with the Company and remain in effect after the termination of Employee's employment.

6. INJUNCTIVE RELIEF

The Employee agrees that the Company may be irreparably harmed by any breach by the Employee of the provisions of this Agreement and that damages alone may not be an adequate remedy for such breach and, accordingly, without prejudice to any other rights or remedies that the Company might have, the Company shall be entitled, without proof of special damage, to the remedies of injunction, specific performance, monetary relief and other equitable relief for any threatened or actual breach by the Employee of the provisions of this Agreement.

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7. GENERAL TERMS

- i. **Governing Law and Jurisdiction:** This Agreement and our respective rights and obligations shall be governed by, and construed in accordance with, the laws of India and the parties irrevocably submit to the non-exclusive jurisdiction of the Courts of Haryana.
- ii. **Non-Waiver:** No failure or delay by either party or time or indulgence given in exercising any remedy, right, power or privilege in relation to this Agreement shall operate as a waiver of the same nor shall any single or partial exercise of any remedy, right, power or privilege preclude any further exercise of the same or the exercise of any other remedy, right, power or privilege.
- iii. **Assignment:** The Employee shall not be entitled to assign the benefit or the burden of any provision of this Agreement to any third party without our prior written consent of the Company.
- iv. **Notices:** Notices and other communications required or permitted pursuant to this Agreement, shall be in writing and shall be delivered personally, or by speed post or by mail, or sent by confirmed facsimile transmission to the other party, or by use of professional overnight courier service, at the addresses set forth above.
- v. **Prior Employment:** Employee should not be subject to any restrictive covenant resulting from any previous employment or engagements with any other employers that effect Employee's ability to perform the job or meet any condition of this Agreement.
- vi. **Non Solicitation:** All the employee deployed either at TFT's client location or base location shall not join the TFT's clients company through direct or indirect means while being employed with TFT and 1 (one) year post termination of his/her employment with TFT.
- vii. **Client Promotion:** During his/her employment at TFT, the employee shall communicate to TFT any likely business opportunity, resource requirement and/or any other information of past, present and possible clients that can affect TFT. In addition to it the employee is under

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an obligation to restrict himself/herself from sharing/communicating any details of clients externally via his/her social media, word of mouth and/or any medium whatsoever.

8. NO REPRESENTATION OR WARRANTY

- i. The Company does not accept responsibility or liability for, or make any representation, statement or expression of opinion or warranty, express or implied, with respect to, the accuracy or completeness of the Confidential Information or any oral communication in connection therewith unless and save to the extent that such representation, statement, expression of opinion or warranty is expressly incorporated into any legally binding contract between the parties.
- ii. The Company is under no obligation to provide access to any Confidential Information or to update, or correct any inaccuracies which may become apparent in the Confidential Information disclosed unless and save to the extent that such Confidential Information is the subject of or relates to a representation, statement, expression of opinion or warranty that is expressly incorporated into any legally binding contract between the parties.


Director
Dronacharya Group of Institutions

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IN WITNESS WHEREOF each of the Parties hereto has duly executed this Agreement as of the date and year first above written

Accepted and Agreed

For **Think Future Technologies Private Limited**



(Authorised Signatory)

Date: 10th November 2021

Accepted and Agreed

Employee

(Signature)

Date:

Director

Dronacharya Group of Institutions
27, K.P.H., Sector-14, Gurgaon-122015



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ANNEXURE 3

MATERNITY LEAVE POLICY OF TFT

Think Future Technology Private Limited ("TFT") is taking progressive steps to assist employees during significant life events through company-paid time for maternity leaves. These leave benefits are intended to allow employees paid time off to bond with their child before returning to work.

These policies are available to eligible **TFT female employees only**.

1. **TFT MATERNITY LEAVE**

1.1 **ELIGIBILITY**

- a. TFT's female employee who:
 - i. delivers a baby (i.e. birth mother), or
 - ii. legally adopts a child below the age of 3 months (i.e. adoptive mother), or
 - iii. is a commissioning mother. Commission mother means a biological mother who uses her egg to create an embryo implanted in any other woman.
- b. The female employee is required to work for at least a period of 80 days in the past 12 months with TFT, to be eligible to avail the benefit under this policy.

1.2 **MATERNITY LEAVE**

- a. Any female employee having less than two surviving children will be entitled to 26 (twenty-six) weeks of maternity benefits of which not more than 8 (eight) weeks shall precede the date of her expected delivery.

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- b. A female employee having two or more surviving children shall only be entitled to 12 (twelve) weeks of maternity benefit of which not more than 6 (six) weeks shall be taken prior to the date of the expected delivery.
- c. A female employee who adopts a child below the age of 3 (three) months, or a commissioning mother will be entitled to Maternity Benefit for a period of 12 (twelve) weeks from the date the child is handed over to the adopting mother or the commissioning mother as the case maybe.
- d. Maternity benefit rate is 100% of average daily wage as defined under the Act.
- e. The twenty-six (26) and twelve (12) calendar weeks are inclusive of rest days, off days and public holidays.
- f. Maternity Leave generally begins on the date requested by an eligible employee and must be taken continuously upon the birth or adoption of the child.
- g. To minimize business disruption, after availing the Maternity leave, employee cannot take any additional time off immediately, except in case of any medical emergencies.
- h. It is mutually agreed between the parties that the employee shall be required to serve for a period of One(1) year after availing the maternity leaves failing which she shall be liable to compensate the company with a total of three months gross salary being drawn by the employee at the time of separation as means of compensation for the loss and expenses suffered by the employer in the training of the employee.

1.3 OTHER LEAVES

- i. Miscarriage leave – In the event of miscarriage, a female employee, on production of medical certificate to that effect will be entitled to leave with wages at the rate of maternity benefit, for a period of six weeks immediately following the day of her miscarriage.

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- ii. Illness arising out of pregnancy leave - The Act provides for extended Maternity Leave in case of illness arising out of pregnancy, delivery, premature birth of child

This leave is in addition to the period of absence allowed to woman under the Act.

In such cases the woman, subject to production of prescribed proofs, is eligible to a maximum of one month (30 calendar days) leave in addition to the Maternity Leave.

A certificate from a registered medical practitioner, must support any extension of leave beyond the Maternity Leave on medical grounds.

This leave can be taken during pregnancy or after delivery of the child. It does not need to be taken consecutively with the Maternity Leave. If taken after the delivery of the child, this leave must be taken before the child turns one year of age.

As per Section 10 of the MBT Act, 1961, this leave can only be availed based on the medical condition of the mother.

- iii. If a female undergoes a tubectomy operation then on production of proof supporting her contention, she'll be entitled to leave with wages at the rate of maternity benefit for a period of two weeks immediately following the day of her tubectomy operation.

2. INITIATING MATERNITY , AND RETURNING TO WORK

- a. You must inform the HR department as soon as practical, before starting your maternity leave. You should provide as much notice as possible to give your manager more time to plan for your absence.
- b. You should work out an arrangement with your manager on how and when you intend to take the leave.
- c. In case of emergency, you (or a representative) must notify your manager or Human Resource as soon as practical.

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- d. You can submit your application for maternity leave on the leave tracking tool/HCMEngine along with your doctor's certification of the expected date of delivery or relevant document for adoption, at least 30 days before the start date of your maternity leave.
- e. You should contact your manager and human resource department no later than 5 working days prior to the scheduled end date of your leave to confirm your return to work date. If there are any changes to the scheduled date, you must notify your manager and Employee Resource Center of the new return to work date as soon as possible.


3. GENERAL

- a. Additional documentation and certification may be required for verification purposes.
- b. Employees who fail to return within five days of the specified return to work date, accept other employment (including self-employment) for compensation while on leave, or are found to have falsified any information about the leave, including dates and reasons for the leave, will be considered grounds for termination.
- c. To review the statutory requirement, click below:

https://labour.gov.in/sites/default/files/The%20Maternity%20Benefit%20Act%2C%201961_0.pdf

<https://labour.gov.in/sites/default/files/Maternity%20Benefit%20Amendment%20Act%2C%2017%20.pdf>

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



October 29th, 2021

Mr. Mohit

Subject: Offer of Employment

Dear Mohit,

On behalf of **SYMB Technologies Pvt. Ltd.** (the "Employer"), I am pleased to confirm our offer of employment to you as a **Software Engineer Trainee** based in Noida. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 1st, 2021**.

Your immediate manager will communicate the details of your role and work responsibilities in the initial weeks of your joining the Employer.

You will be on a probation period for the first eight months. A regular performance review will be conducted to assess your performance and suitability. The probation period can be increased, depending on your performance. Your continuation of employment at the employer is dependent on your successful completion of the probationary period.

During the probation period, either party is free to terminate this employment without assigning any reason therefore by giving notice of such intent for a period of fifteen (15) days. After your confirmation in regular employment of the Company, either party can terminate this employment by giving sixty days' written notice without assigning any reasons. Ordinarily, the Company requires that you serve the full sixty days' notice prior to leaving the services of the Company failing which the Company shall deduct sixty days' salary from the final settlement amount. Based on satisfactory handover, however, the Management at its sole discretion may relieve you in advance of the full notice period. The relieving will be subject to satisfactory handover of responsibilities.

You shall keep the management informed of any change in your postal address otherwise the last address communicated by you to the Company or available in the Company's record will be deemed as your postal address for the purposes of all communication from the Company.

Your initial posting will be at Noida. However, the company has the option to transfer you to another place/Company whether existing or to be set up in the future whether situated in the same locality or outside as may be considered necessary. The terms and conditions of such other places/establishments will apply to you.

The management may place you on any assignment from time to time, in any of the associate companies.

You are being offered a consolidated amount of INR 1,44,000 as Annual CTC during the probation period and this shall be revised to INR 3,00,000 on successful completion of probation period.

You will receive this as a salary of Rs. 1,44,000/- (Rupees One Lac and Forty Four Thousand Only) annually which will be paid out in a base salary during probation period. This will be subject to statutory and other deductions as per Employer policies and practices.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 1st, 2021**. Please share the below-mentioned documents on the day of joining.

SYMB Technologies Pvt. Ltd.
Office Address : B-61, Sector 7, Noida, UP
Registered Address : SYMB Technologies Pvt. Ltd. 1/22, 2nd Floor, Asaf Ali
Road, Delhi Central Delhi, 110002

Phone : +91-9910406128

Email : info@symbtechnologies.com

Website: <http://www.symbtechnologies.com>

Dronacharya Institute of Technology
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If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

- Scan copy of 10th mark sheet
- Scan copy of 12th mark sheet
- Scan copy of graduation mark sheet
- Scan copy of Aadhar Card
- Scan copy of Pan Card
- 2 photographs
- Form 16
- Salary slip for last three month
- A signed copy of this offer letter (send this within three days of receipt of this letter)

Office Address: SYMB Technologies, B 61, Third Floor, Sector 67, Noida, UP

This offer letter, together with the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitutes the entire agreement between the parties with respect to the subject matter of this offer and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at the above-mentioned address within two days of receipt of this letter, after which period this offer shall lapse automatically.

Dear Mohit, everyone you have been interviewed with, joins me in extending to you congratulations and warm regards. We look forward to you joining our team. If you wish to discuss any details of this offer, please feel free to contact us.

Sincerely,

From SYMB Technologies Pvt. Ltd.

A handwritten signature in black ink, appearing to read "Bhupendra", with a horizontal line underneath.

Designated Partner

Bhupendra Singh Kunwar

A handwritten signature in green ink, appearing to read "Kunwar", with a horizontal line underneath.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Acceptance

Mr. Mohit,

I, Mohit, hereby accept the terms and conditions of this employment offer. The following documents have been attached for your records or shall be provided to the Employer on _____.

I will join the Employer on _____

Please sign in the space provided below indicating your acceptance of our offer.

Office Address: SYMB Technologies, B 61, Third floor, Sector 67, Noida, UP

A handwritten signature in green ink, appearing to be "Dronacharya", is written over a horizontal line. The signature is fluid and cursive.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida, UP

SYMB Technologies Pvt. Ltd.

Office Address : B-61, Sector 7, Noida, UP

Registered Address : SYMB Technologies Pvt. Ltd. 1/22, 2nd Floor, Asaf Ali Road, Delhi Central Delhi, 110002

Phone : +91-9910406128

Email: info@symbtechnologies.com

Website: <http://www.symbtechnologies.com>

January 24th, 2022

EMPLOYMENT OFFER LETTER

Dear **Mr. Ankit Gupta**,

Mirketa Software Pvt Ltd, is pleased to offer you a job as **Salesforce Developer Trainee**. We trust that your knowledge, skills, and experience will be among our most valuable assets.

You will be joining our team on **February 14th, 2022**. For now, your onboarding would be **Virtual / Remote onboarding**. When we open our office, you are required to work from office. You should accept this job offer; per company policy you'll be eligible to receive the following beginning on your hire date.

Salary:

Your CTC will be **INR 3,60,000** annually, paid in accordance with the Mirketa's payroll procedures. Your CTC includes Basic Salary, Allowances and PF Contributions.

Please find below your CTC breakup:

Particulars	Monthly Breakup	Annual Breakup
Basic	12,000	1,44,000
HRA	6,000	72,000
PF - Employer Contribution	1,440	17,280
PF - Employee Contribution	1,440	17,280
Internet & Telecom Allowance	1,000	12,000
Special Allowance	8,120	97,440
Gross Salary	30,000	3,60,000
Annual Performance Bonus	-	-
Total CTC	30,000	3,60,000
In Hand Salary (Excl. Tax)	27,120	3,25,440

Probation Period:

You will be on a probation period for the initial 6 months of your employment. During and after the end of your probation period your performance will be evaluated. After the end of your probation period Mirketa will confirm your employment continuation. Mirketa reserves the right to terminate your employment without any notice during Probation period.

Working Hours:

You may be required to work in shift and/or working hours as defined by Mirketa. You may be required to work beyond your existing working hours depending upon the business requirement from time to time. No shift allowance is entitled. Whenever you are working shift changes, shift allowance will be always based on project / management discretion.

mirketa

Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,
Sansad Marg, Connaught Place
New Delhi -110001

Health Insurance:

You are eligible to get employee-self group health insurance coverage of sum insured amount 3.00 Lac annually. For more information you may go to health insurance policy in HR policy shared drive.

Mobility:

Mirketa reserve the rights to transfer you at any work sites or companies in India or outside India, on the term and conditions as applicable to you at that time.

Background Check:

The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.

Alternative Employment:

During your employment at Mirketa you are not permitted to undertake any other employment, business opportunities without any prior written permission of Mirketa Software Pvt. Ltd,

Non-compete, intellectual property and confidentiality agreement:

As a part of the joining formalities, you are required to sign non-compete, intellectual property and confidentiality agreement which aims to protect the intellectual property rights and business information of Mirketa and its client.

Provisional Employment Terms

Your employment offer is contingent upon the following:

- Successful completion of the engineering degree by July 30th, 2022 or depending upon exam completion date.
- Successful completion of Mirketa Internship cum Training program.

Internship Cum Training Program:

You are required to join Mirketa Internship cum training program February 14th, 2022. You will be paid INR 2.28 LAC per annum, which include Provident Fund and ESIC. Your take-home will be INR 15,300/- per month during training period. Your performance would be evaluated periodically during training period.

Notice Period:

If you leave the company during the probation period, then you must serve a notice period of 30 days and after probation period you must serve a notice period of 60 days.

Evidence of Employment Eligibility:

You will be required to provide to the Company documentary evidence of your identity and eligibility for employment in India. Such documentation must be provided to us within three (3) business days of your date of hire, or our employment relationship with you may be terminated.

Mirketa Software Pvt Ltd, Reg. Office Level 3B, DLF Centre, Sansad Marg, Connaught Place, New Delhi -110001
www.mirketa.com, email: hr@mirketa.com, CIN NO. – U72300DL2015PTC275047

Director

Dronacharya Group of Institutions
27, Kirti Nagar, Connaught Place, New Delhi -110009

mirketa

Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,
Sansad Marg, Connaught Place
New Delhi -110001

Non-Solicitation of the employees:

You agree that during your employment with the company and for two year following termination of your employment with the company, including without limitation, termination by the company for cause or without cause you shall not, directly or indirectly solicit or induce or attempt any employee of the company to leave the company for any reason whatsoever or hire any employee of the company.

Non-Solicitation of the Clients:

You agree that during your employment with the company and for two year following termination of your employment with the company, including without limitation, termination by the company for cause or without cause you shall not, directly or indirectly solicit or induce or attempt any employment or any direct or indirect business contract with any of Company's Clients.

Limitations:

We also ask that, if you have not already done so, you disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third party confidential information to the Company, including that of your former employer, and that in performing your duties for the Company you will not in any way utilize any such information.

As a Company employee, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's rules of conduct which are included in the Company Handbook, which the Company will soon complete and distribute.


Dispute Resolution:

In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Company agree that (i) any and all disputes between you and the Company shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery. Please note that we must receive your signed Agreement before your first day of employment.

To accept this job, offer:

1. Sign and date this job offer letter where indicated below.
2. Attend new-hire orientation on will be **February 17th, 2022**, or another mutually agreed upon date.

Mirketa Software Pvt Ltd, Reg. Office Level 3B, DLF Centre, Sansad Marg, Connaught Place, New Delhi -110001
www.mirketa.com, email: hr@mirketa.com, CIN NO. – U72300DL2015PTC278147


Dronacharya Group of Institutions
27, KP-III, Greater Kailash-1, New Delhi-110048

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Mirketa Software Pvt. Ltd.

Reg. Office: Level 3B, DLF Centre,
Sansad Marg, Connaught Place
New Delhi -110001

If you accept this job offer, your hire date will be on the day that you attend new-hire orientation. The terms of this offer letter are considered confidential information to Mirketa Software Private Limited, and we trust that you will treat it confidentially. It may not be used for distribution.

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

- Personal Identity Proof
- Educational Documents – Mark sheets & Degree
- Last Employment – Appointment & Relieving Letters along with the Last 3 Salary Slips/ Bank Statement
- 3 Passport Size Photographs
- Address Proof and PAN card copy
- Signed copy of offer letter and Employee Non-Compete Agreement

We are confident that you will be an asset to our team, and we look forward to your joining us.

Sincerely,



Anu Agarwal
Head – HR, Mirketa Software Pvt Ltd

Accept Job Offer

By signing this letter below, I, **Ankit Gupta**, accept the job offer of **Salesforce Developer Trainee** at Mirketa Software Private Limited.

Signature: *Ankit Gupta*

Date: 10/02/2022

Ankit Gupta
Director
Dronacharya Group of Institutions
201306

mirketa

Mirketa Software Pvt. Ltd.
Reg. Office: Level 3B, DLF Centre,
Sansad Marg, Connaught Place
New Delhi -110001



Director



Mindtree

A Larsen & Toubro Group Company

Date:07-Jan-2022

To

Vikrant Singh
INDIA

Dear Vikrant Singh,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **CI** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.


Director

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27, KP-III, Greater Noida-201306



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2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre-orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities:

- a) 10th, 12th and graduation (all semesters) mark sheets originals;
- b) Degree completion/provisional certificate original;
- c) Pan card original;
- d) Aadhaar card original; and
- e) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus.offers@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function

Director
Directorate Group of Institutions
27, KP-III, Greater Noida-201306



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Enclosed: Annexure to your offer of employment

Acceptance of the Offer

I, **Vikrant Singh**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	VIKRANT SINGH

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Vikrant Singh
Salary Grade : C1
Designation : ENGINEER
Stipend : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- **Group Medical Coverage (GMC)** for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- **Group Term Life (GTL)** coverage for you and is up to INR 2,000,000.
- **Group Personal Accident (GPA)** coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.


Director
Dronacharya Group of Institutions
24, KP-III, Greater Konda-701306



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Annexure 2

Compensation stack effective from date of confirmation

Name : Vikrant Singh

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

COMPONENTS	AMOUNT (in INR/annum)
Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	352,008
Bonus / Variable Compensation**	48,000
Annual Cost to Company	400,008

* The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.


Director
Dronacharya Group of Institutions
29, 40-111, Greater Noida-201305



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Additionally, you will be provided with the following options for enhancing your coverage under GMC,

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional / higher insurance coverage are available as per policy.
- If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Director

Dronacharya Group of Institutions,
27, KP-II, Iyengar Nalla, 401306



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Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of joining for convenience and identification.
2. The term, "the Company" refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time and shall have to be read along with the rules, regulations and policies of the Company.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**
5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.
6. **Orchard Learning Program**
 - 6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.
 - 6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.
 - 6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.
 - 6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

Director

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27, KP-III, Greater Noida-201306



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Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of employment

7.1 Upon confirmation, your designation will be "ENGINEER" and in the salary grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

Director

Dronacharya Group of Institutions
27, K.P. Hill, TN/80036,551303-201300



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If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. Compensation and benefits

9.1 During the Orchard learning program, you will be paid a stipend of **INR 26,000** per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be **INR 400,008.00** per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 If applicable, you will be eligible for relocation benefits for the relocation from a Mindtree campus/facility to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.


Director
Dronacharya Group of Institutions
27, KP III, Green Hills, Bangalore - 560 075
Candidate No: TN/20026353/22



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10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.


Director

Dronacharya Group of Institutions

27, 62-111 Greater Noida 201305



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11.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Mindtree

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11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

- a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct. If it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your background check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

12.2 **The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.**

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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14. Transfer

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from a Mindtree training center in Bangalore to the work location as determined by Mindtree, will be as per the existing relocation policy for Campus Minds.

15. Retirement and retirement benefits

15.1 Subject to your confirmation after the completion of training at Mindtree training center in Bangalore, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

16. Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.



Director

Brahacharya Group of Institutions
27, KP-II, Greater Noida 201306



Mindtree

A Larsen & Toubro Group Company

17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable for all Mindtree Minds undergoing training. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Mindtree and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining Mindtree will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that during your training and employment with Mindtree, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3


Director
Dronacharya Group of Institutions
KP-III, Greater Kailash-201306



Mindtree

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Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

Mindtree Ltd., Global Village


T +91 80 6706 4000

RVCE Post, Mysore Road

F +91 80 6706 4100

Bangalore 560 059, India

W www.mindtree.com


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201300



Mindtree

A Larsen & Toubro Group Company

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Mindtree Ltd., Global Village

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Director

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27, KP-III, Greater Noida-201306



Mindtree

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Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

Mindtree Ltd., Global Village

T +91 80 6706 4000

RVCE Post, Mysore Road

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Bangalore 560 059, India

W www.mindtree.com

Director
Dronacharya Group of Institutions
27, KP... Greater...



Mindtree

A Larsen & Toubro Group Company

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade.
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

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RVCE Post, Mysore Road

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Bangalore 560 059, India

W www.mindtree.com


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Mindtree

A Larsen & Toubro Group Company

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted


Signature :

Name :

Date :

Mindtree Ltd., Global Village
RVCE Post, Mysore Road
Bangalore 560 059, India

T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com


*Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201304

Nanda Glass Industries



Nanda Glass Industries

OFFER LETTER

Dated - September 22, 2021

MR. Sudhir Kumar,

Congratulations! With reference to your application and subsequent interview, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer trainee**.


You are requested to join us on 5th Jan 2022. Your principal place of employment will be our Plant Address at A-3 , Noida Sector-80, Uttar Pradesh- 201002.

Your Salary would be 17,640/-per Month CTC and After 6 month Salary upto 3.6 LPA.

The general terms and conditions governing your employment :

On the date of joining, you would be required to submit the documents listed in **Annexure A**.

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph: +91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Nanda Glass Industries

Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Welcome to Nanda Glass Industries We look forward to a mutually fruitful association.

For Nanda Glass Industries

Ravindra Yadav

ANNEXURE A

LIST OF DOCUMENTS TO BE SUBMITTED ON JOINING

A. Copies of Certificates

1. 10th std or equivalent marks card and certificate,
2. 12th std, or equivalent marks card and certificate,
3. Graduation marks card and certificate,
4. Passport (If Applicable)
5. Post-graduation Certificate marks card and certificate

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph:+91-120-6453802

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Nanda Glass Industries

6. Other relevant educational or skill certifications
7. Date of Birth Certificate
8. Relieving letter / Experience Certificate from the previous employers
9. Latest pay slip / salary certificate from the last employee
10. PAN Card

B. 3-passport size photographs

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305

Ph: +91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**Effectual
Services**
Intelligence That Matters

SDF A- 05, NSEZ, Noida Phase-II, Noida-Dadri Road, Noida, Uttar Pradesh - 201 305 India

Ref: EKS/APR22/034

May 12, 2022

To
Sudhir Kumar Mehto
Email: sudhirkumar79823@gmail.com
Mobile: +91 7982333437

Subject: Letter of Intent (LOI)

Dear Sudhir,

On behalf of Effectual Knowledge Services Private Ltd, we are pleased to extend you an offer of employment as **Associate-Operations-Mechanical** for our Intellectual Property unit. You are requested to join us on or before **4th July 2022**, failing which your offer stands null and void. Your reporting time on your joining date will be **09:00 AM**. Your work location will be our **Noida office**. You will be under probation for three months.

We believe that this position is a great match for your talents and skills, and that you will enjoy the personal challenge associated with the assignment. Your annual fixed compensation at cost to the company will be **INR 1.50 LPA (subject to standard statutory deductions)**. Post Confirmation (depending on your performance levels), we would offer you a fixed CTC of **INR 3.00 LPA (subject to standard statutory deductions)**.

Further, During the first year of employment your training is proposed and will be imparted from time to time during the course of employment. This would result in acquiring new skills and specialized knowledge, thereby giving you considerable improvement for future employment opportunities. This training process incurs considerable expenditure direct and indirect, financial and un-liquidated, related to trainer, computer time, support facilities, remuneration during process. In view of these costs and the cost of induction and replacement, the employee is required to work for at least 1 (One) year with us. In case of any breach of this clause, the employee is liable to pay the company liquidity damages equivalent to the amount mentioned in the training agreement that will be processed on the day of joining.

More details will be shared with you on day of joining. Also, note that this offer of employment is conditional to our routine reference and background verification being completed with satisfactory results.

The above mentioned appointment shall be subject to:

1. A start date of 4th July, 2022
2. Successful Background verification from your last employers

If you have any questions, please feel free to call us. We look forward to working with you.

For Effectual Knowledge Services Pvt. Ltd.,
Yours sincerely,

Meetika Aggarwal
Director

Effectual Knowledge Services Private Ltd.

CIN : U74999DL2010PTC209989

☎ +91 - 0120 - 4522210/11

✉ info@effectualservices.com

🌐 www.effectualservices.com

Registered Office:

S-524, Agrwal Complex,
Behind TVS Showroom,
Laxmi Nagar Delhi,
East Delhi- 110092, India



**Effectual
Services**
Intelligence That Matters

SDF A- 05, NSEZ, Noida Phase-II, Noida-Dadri Road, Noida, Uttar Pradesh - 201 305 India

Annexure-A

Please furnish copy of the following mandatory documents required for joining formalities on day of joining:

1. Updated copy of your resume
2. A photocopy of your educational degree/certificate in support of your age and qualifications (all relevant qualifications)
3. Passport size photographs (8 hard copies)
4. Relieving and Experience letters from the company (if you were working earlier)
5. Last 3 months' salary slips for the last drawn salary (if you were working earlier)
6. Last 3 months' bank statement of your salary account (if you were working earlier)
7. Photocopies of your PAN card
8. Photocopies of Address Proof
9. Photocopies of Aadhar Card
10. Cancelled cheque of your existing bank account (it can be of any bank); it should not be a joint account or some relative's account. The cheque should be of an active bank account which is in your name.
11. Soft copy of PAN card (to be e-mailed before at least 2 days before joining)
12. Soft copy of photograph (to be e-mailed at least 2 days before joining)
13. Nationality Proof: In case the resource is Non-Indian/Foreign national, he/she shall submit:
 - Copy of Passport
 - Copy of Valid Visa
 - Letter from foreigner regional registration offices (FRRO) acknowledging that person is legally permitted to work in India

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Effectual Knowledge Services Private Ltd.

CIN : U74999DL2010PTC209989

☎ +91 - 0120 - 4522210/11

✉ info@effectualservices.com

🌐 www.effectualservices.com

Registered Office:

S-524, Agrwal Complex,
Behind TVS Showroom,
Laxmi Nagar Delhi,
East Delhi- 110092, India



AdsRole Pvt Ltd | Offer Letter

1 message

Wed, 15 Dec, 2021 at 6:22 pm

HR AdsRole <hr@adsrole.net>
To: Sabab Alam <sabab.adsrole@gmail.com>
Cc: Anish Arora <anish@adsrole.net>, Shaz AdsRole <shaz@adsrole.net>

Hi Sabab,

Your current position is **Android Developer Intern**, effective from **12th November 2021**.

We are pleased to offer you the position of **Android Developer** after 3 months of your training cum internship, based on your satisfactory performance your CTC (2.0 LPA -3.0 LPA) will be affected.

Best Regards,
Puja Bhatt | Assistant Manager- HR

Call: +91 (978) 151 0004 | Office: +91 (720) 456-0004



Need more about AdsRole - A Digital Marketing Company [HERE](#).


Director
Bronacharya Group of Institutions
27, KP-111, Greater Buda-201306

Nanda Glass Industries



Nanda Glass Industries

OFFER LETTER

Dated - September 22, 2021

MR. Chandan Mishra,

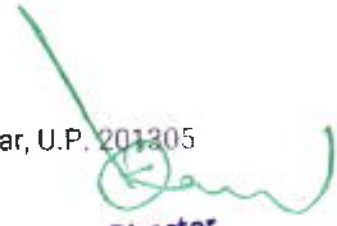
Congratulations! With reference to your application and subsequent interview, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer trainee**.

You are requested to join us on 5th Jan 2022. Your principal place of employment will be our Plant Address at **A-3 , Noida Sector-80, Uttar Pradesh– 201002**.

Your Salary would be **17,640/-per Month CTC and After 6 month Salary upto 3.6 LPA**. The general terms and conditions governing your employment .

On the date of joining, you would be required to submit the documents listed in **Annexure A**.

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph:+91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-II, Gurgaon, Haryana

Nanda Glass Industries

Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Welcome to Nanda Glass Industries We look forward to a mutually fruitful association.

For Nanda Glass Industries

Ravindra Yadav

ANNEXURE A

LIST OF DOCUMENTS TO BE SUBMITTED ON JOINING

A. Copies of Certificates

1. 10th std or equivalent marks card and certificate,
2. 12th std, or equivalent marks card and certificate,
3. Graduation marks card and certificate.
4. Passport (If Applicable)

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph: +91-120-6453802



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Nanda Glass Industries

5. Post-graduation Certificate marks card and certificate
6. Other relevant educational or skill certifications
7. Date of Birth Certificate
8. Relieving letter / Experience Certificate from the previous employers
9. Latest pay slip / salary certificate from the last employee
10. PAN Card

B. 3-passport size photographs

A-3, Sector -80, Phase -II, Noida, Distt, Gautam Budh Nagar, U.P. 201305
Ph:++91-120-6453802


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

CITYMALL

Employment Offer Letter (Strictly Confidential)

August 4, 2021

Dear **Ananya Sharma**,

On behalf of Cmunity Innovations Private Limited, we would like to congratulate you on our offer to join our company as **Intern – Talent Acquisition (Human Resources)**. Based on your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization. Your **stipend** will be **10,000 per month**. Your Internship duration is **8 weeks**. Your date of joining will be taken as **August 5, 2021**.

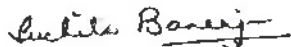
This offer letter is valid subject to verification of the following documents to be submitted on/before the date of joining:

- (1) Copy of your educational certificates
- (2) Copy of PAN Card and Aadhar Card
- (3) 2 color passport size photograph
- (4) Bank details (copy of Pass book/Cancelled Cheque)

We hope that you find this offer acceptable and that your decision will be to join our company. We look forward to hearing your acceptance of this offer and your preferred date of joining.

Sincerely,

For Cmunity Innovations Private Limited,



Head of Talent Acquisition

Accepted By: _____



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Registered name: Cmunity Innovations Private Limited
CIN: U51909HR2020PTC086109

Office Address: 404, 4th Floor, Global Foyer, Sector 43, Gurugram – 122002.



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)

CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Feb'2022

Dear Mr Manish Kumar S/o Sh. Ramjanam Prasad Yadav,
Vill-Tilhar, Ekdanga, Belchhi, Patna, Bihar.

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

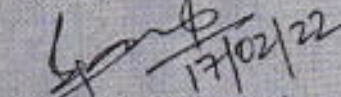
The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

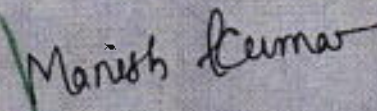
Wishing you all the best and welcome you to our organization


Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)




(Acceptance Signature)


Director
Dronacharya Group of Institutions
27, K2-II, Manesar, Gurugram, Haryana

Confirmation of selection for the Job

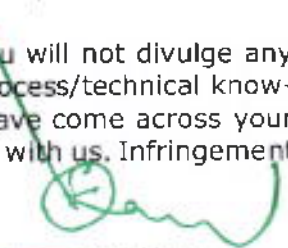
Date: 3rd June 2022

Dear Mr. Manish Kumar

Greetings from **Alsorg Interiors (P) Ltd.**! Thank you for evincing interest in our organization.

1. With reference to your application and subsequent interaction you had with our recruitment committee recently on 31st May 2022. We are pleased to engage you as "**GRADUATE ENGINEER TRAINEE**" GET under our company's training scheme with terms and conditions defined below.
2. **Training Period & Stipend:** You will remain engaged under our company's training Scheme for a period of eleven months from the date of your reporting. Terms and conditions of the company's training scheme will be applicable to all trainees including you. You will be strictly governed as per the terms and conditions set out by company. A stipend of Rs. 16,000/- per month would be paid during the training period of 11 months as per company policy.
3. **Final appointment** -After successful completion of 11 months of GET Program you would be appointed as an Assistant Engineer, Plant Engineering (Electrical). You would be entitled for an increment between 30 to 50% of stipend value based on your performance after successful completion of 11 months training.

You are required to serve the organization for a minimum period of 12 months after successful completion of 11 months training. A loyalty bonus would be awarded to all the GETs after completion of 18 months employment as a special case to deserving candidates.
4. **Violations of Terms and Conditions:** Any violations of appointment's terms and conditions as set out in the Appointment letter will attract strict legal actions as per the prevailing law.
5. **Place of posting:** The company will be imparting training to you in its plants located at **Alsorg Interiors (P) Ltd.** Begumpur Khatola, Rectangle No. 11 Khasra, 2 & 9, Behrampur Road, Gurugram, Haryana 122001.
6. **Trade Secret:** It is agreed and understood that you will not divulge any information concerning the company or its activities/ process/technical know-how etc. and shall treat as confidential, which might have come across your knowledge during the course of your duties/employment with us. Infringement


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201309

of this or any other such or similar misconduct will be viewed very seriously against you and your services will be liable to be terminated without notice or salary in lieu thereof.

7. **Your full-time engagement:** You shall devote your whole time and energy exclusively to the business and interest of the company and will not, without prior consent in writing from the Management, engage yourself or be concerned directly or indirectly with any other trade, business or occupation whatsoever, not to take or accept any office or position whether honorary or otherwise under any other firm, enterprise or person.

8. **Documents:** While reporting for joining company's training Program, please submit a self-attested set of following documents in duplicate for our official record. Also, please bring original of all such certificates to cross verify the same.
 - a) Proof of age - either SSC certificate, School Leaving Certificate or any other acceptable documents.
 - b) Educational certificate including mark sheets.
 - c) Five copies of your recent Passport Size Photograph.

In the matter other than stated above you will be governed by the rules and regulations & Policies of the company enforce from time to time.

If the above offer is acceptable to you, please sign and return the duplicate copy of this letter in token of having accepted the same.

Once again, WISHING YOU A HAPPY AND LONG ASSOCIATION IN OUR ORGANISATION.

Candidate

For Alsorg Interiors (P) Ltd

Date:

Authorised Signatory



Director

**Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306**

Internship Offer Inbox



Prateek Yadav 4 days ago
to me ▾



Dear Manish,

Greetings from Exicom,

We are pleased to inform you that you are shortlisted for the position of Intern-Assembly Production, in our renowned organisation.

Please join on the discussed date and carry a photocopy for all your testimonials.

DOJ - 1st April 2022

Thanks & Regards

Prateek Yadav

Human Resource

Exicom Tele-Systems Ltd.

75 D, Sec-18, Gurgaon, Haryana

+918800569417

Disclaimer: This e-mail & attachment(s) within it are for sole use of intended recipient(s) & may contain confidential & privileged information. If you are not the intended recipient, please intimate the sender by replying to this email & destroy all copies & the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email or any action taken in reliance on this e-mail is strictly prohibited & unlawful. The recipient acknowledges that COMPANY, its subsidiaries, associated companies or persons authorized by it (collectively "THE Group") are unable to

Director
Institution of Institutions

Dear Nitin,

We thank you for spending time for the personal discussion.

It is my pleasure to extend the following offer of employment to you on behalf of **Mynd Integrated Solutions Pvt. Ltd.**

You have been appointed as **"Intern"** from **"18th January 2022"** to **"30th June 2022"** and are expected to join duty on or before **Tuesday, 18th January, 2022.** You will be eligible to get Stipend of **INR 17,000/-** Per Month.

Offer stands cancelled in case of any deviations in information or if you fail to report on or before the date of joining.

We look forward to you joining the Mynd Family.

Kindly reply with an acceptance to this offer and



Date – March 01, 2022

Mr. Ajay Verma

OFFER LETTER

Dear Ajay,

This has reference to your application for employment in Instant IT Technology We are pleased to offer you the position of a **Software Engineer** on CTC of **5, 00, 000 per annum/-**

You are requested to bring with you the following documents at the time of joining your duties.

- Four passport size photographs.
- Copies of educational/Professional certificates.
- Relieving letter from previous employer.
- Copy of last salary proof/ Bank Statement
- Copy of photo ID, Passport, Pan Card or Driving License.
- Current/ Permanent Address Proof

This offer letter will be withdrawn if you submit any forged document/ information or do not submit any of the above required documents.

You are required to join duty on or before, **March 01, 2022**, failing which this offer will be treated as cancelled.

We are happy to welcome you at Instant IT Technology and hope for a mutually beneficial association.

With Best Wishes

For Instant IT Technology

A handwritten signature in blue ink, appearing to read 'Ajay Verma', is written over the text 'For Instant IT Technology'.

HR Department

A handwritten signature in green ink, appearing to read 'Ravi', is written over the text 'Director'.

Director

Dronacharya Group of Institutions
27, KP-II1, Greater Noida-201306

Registered Office : E - 54 | Sector -63 | Noida | U.P. - 201301

Corporate Office : C-56/35 | Ground Floor | Sector - 62 | Noida | U.P. -201301

CALL: 9560732877

info@instantittechnology.com

www.instantittechnology.com

Plot No. 82-83, Sector - 16, HSIIDC, Bahadurgarh 124 507, Haryana, India.
T: +91 - 1276 - 241281, 241282, 241383 | E: enquiry@everestblowers.com | W: www.everestblowers.com
ISO 9001:2015 | ISO 14001:2015 | OHSAS 18001:2007

Ref.No.: EBPL-TURBO/OFFER/58
Date: 20th December 2021

Mr. Sudhakar Pandey,
New Delhi
M: +91 9354225208
E: sudhakardued@gmail.com

Subject: Offer for Internship

Dear Mr. Pandey,

This is in reference to your Campus Interview conducted on **25th November 2021**. We are pleased to confirm your placement in Everest Blowers Pvt. Ltd. (Turbo Blower Division) as an **Intern** under following terms and conditions:

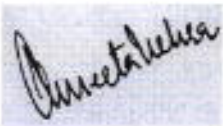
1. **Remuneration:** You shall be entitled to a stipend of Rs 15,000/- per month during the period of your internship which shall be applicable till the time you do not furnish your degree.
2. **Date of Joining:** You will join our organization on Monday, **10th January 2022**, after which the offer would stand drawn, unless a new date is mutually agreed upon, by us in writing.

On the date of your joining, please bring along the following:

- a) Age Proof
- b) Address Proof
- c) Original Educational Certificates
- d) Original Professional Certificates
- e) Relieving certificate from the previous employer (if applicable)
- f) Appointment letter of the previous employer and salary revision letters (if applicable)
- g) Last pay slip received from the previous employer (if applicable)
- h) 4 Passport Size photographs

We wish you all the success & welcome you as a member of Everest Family.

Thanks & regards,
For Everest Blowers Pvt. Ltd.



Ameeta Nehra
Lead – Corp. Comm. & PR
M: 7419990122
E: Lead@everestblowers.com



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

VERZEO

28 March 2022

OL No: VZNTNI76

Dear Aakash Kaushik,

We congratulate you for being selected for a **3 Months** Training with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: Business Development Trainee
Training Date: 2 April 2022 to 11 April 2022
OJT Start Date: 12 April 2022
OJT End Date: 11 July 2022

Stipend: INR 17000 Per Month + INR 10000 as incentives (Subject to statutory deductions)
Target: 250000 INR per month.

Please indicate your acceptance, by signing the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail**. The offer shall stand automatically withdrawn without further action on the part of VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **2 April 2022**.

SIGNATURE: Aakash Kaushik
(Candidate's Signature)

DATE: 30/03/22

✉ support@verzeo.com ☎ +91-8047166564

3rd Floor, 14th Cross Rd, Sector 6, HSR Layout, Bengaluru, Karnataka-560102.
CIN : UB0900KA2018PTC109500, GSTN : 29AAGCV2536B1ZG, PAN : AAGCV2536B

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

VERZEO

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break)

Job Type: Full Time Training

Location: Noida(NCR)

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons, either you will have to pay a compensation equal to 1 month stipend or you are required to serve a notice of 30 Days.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: Akash Kaulshir

DATE: 30/03/22

(Candidate's Signature)

support@verzeo.com +91-8047166564

3rd Floor, 14th Cross Rd, Sector 6, HSR Layout, Bengaluru, Karnataka-560102.
CIN : U00900KA2018PTC109500, GSTIN : 29AAGCV2536B1ZG, PAN : AAGCV2536B.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

VERZEO

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10-standard or equivalent examination (Original MS for Verification)• 12-standard or equivalent examination (Original MS for Verification)• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

support@verzeo.com +91-8047166564

Director

3rd Floor, 14th Cross Rd, Sector 6, HSR Layout, Bengaluru, Karnataka-560102. 27, KP-III, Greater Noida-201306
CIN : UB0900KA2018PTC109500, GSTN : 29AAGCV2536B1ZG, PAN : AAGCV2536B.

Dronacharya Group of Institutions



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

Employment Offer Letter

Oct 6, 2021

Dear **Aftab Alam**,

With reference to your test and Interview done with us, we are pleased to offer Appointment to you as "**Software Engineer Trainee**" on the terms and conditions given below:

You will be given initial CTC of **INR 4,11,600.00 (Four lakh Eleven Thousand six hundred) per annum** as per below, starting from the date of joining.

Salary to Employee : INR 3.60 lakh per annum .

Family Health Insurance, Employer PF, Benefits: Minimum INR 51,600 per annum

After 3 months of training your Salary will be revised to **5.0 lakh per annum**

1. Please confirm your exact date of joining within a 2 days time. Working days will be 5 days a week and this is subject to any change that may come into force in future. Working Days and hours may change based on urgency of a project or a demonstration.
2. You will be part of i2v Software Product Engineering team. After short period of training, you will be given projects, modules for software development, programming and/or related activities. Besides these you will also be self responsible for product innovation and new feature development. Your performance will be reviewed after 6 months based on your work. This period may be less based on results produced and company's performance.
3. This appointment offer is made to work in i2v office at **Gurgaon**. Based on current Covid situation you may be required to work from home.
4. **You have to sign a 18 months agreement to work with i2v for minimum 18 months from date of joining.**
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other agreements as may be required by i2V from time to time.
6. The employee/trainee will be required to engage in no full time or part time job or be involved in any way with competitor's or other business activities either directly or indirectly during your employment with the company.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

7. The employee/trainee will adhere to all the **rules and regulations** as per Company Policy.

The employee/trainee will not at any time divulge or make public any information regarding the research, products and administration of i2V Systems Private Limited, whether the same may be confided to you or become known to you, in course of your services or otherwise, except under legal obligations.

8. 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 i2V shall stand terminated/cancelled without any notice.

9. This enrollment and subsequent project allocation may be terminated by either party giving **60(sixty) days** notice. Whilst i2V reserves the right to release you upon your resignation prior to conclusion of your notice period without paying notice pay for the balance notice period, notice pay in lieu of notice is acceptable only on approval from your Project Leader.

10. You are required to accept this offer letter within 2 days time.

Kindly submit the following document on time of joining.

1. 10th , 12th , Graduation Semester and Post Graduation Certificates and other education qualification certificates.
2. Salary slips(if any) of last 3 months.
3. 2 passport size photographs.
4. Relieving letter from the last company

Welcoming you onboard and wishing you a long and mutually rewarding career with us. Please send us a confirmation for the same with exact date of joining.

Thanks and Regards,

For i2V Systems Pvt. Ltd.

(Sumit Aggarwal)

Founder

Director

Name of the Employee: Proneeta Singh - Group of Institutions
Signature: 27, KP-111, Greater Noida-201306

Ref: PMI/HR/LOI/2022/16

Dated 04 February -2022

Mr. Vikash Kumar
Rajendra Nagar Madhubani
Distt- Purnea
Bihar - 854301
Mob No. 7631185159

Dear Mr. Vikash,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization on the terms and condition as mutually agreed upon.

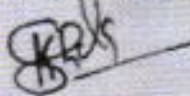
You are requested to join your duties with us on or before **07/02/2022**, in case you do not join by said date, your letter of intent shall automatically stand cancelled for which no separate notice will be sent. This letter is valid subject to your being found medically fit by Registered MBBS doctor. Please also note that this is a letter of intent only and detailed letter of appointment and responsibility chart as discussed at the time of interview shall be issued to you on joining your duties with us. Please sign the duplicate copy of this letter as token of your acceptance.

Please note that at the time of joining our organization, you will be required to submit the following mandatory testimonials/ documents -

01. Original as well as photocopies of academic and professional qualifications.
02. Govt. ID proof like PAN, Aadhar card, Voter card, Ration card.
03. Three recent passport size-colored photographs
04. Medical fitness certificate by MBBS doctor.
05. Covid-19 fully vaccinated certificate copy

Thanking you

For PMI Electro Mobility Solutions Pvt Limited



SANDEEP KHOLA
(HEAD-HR)
Cc: Personal file



Director

Dronacharya Group of Institutions
27, AP-III, Greater Noida-201306

PMI ELECTRO MOBILITY SOLUTIONS PRIVATE LIMITED

Registered Office : B 11, 1st Floor, Greater Kailash Enclave II, New Delhi - 110048
Factory Address : Plot No. 39, Industrial Area, Dharuhera, Rewari, Haryana 123106
Tel : 011 - 4557626 | www.fotonpmi.com | info@fotonpmi.com
CIN No. U45100DL2017PTC319899 | GSTIN : 06AAECJ0153A1ZB



WINSPARK INNOVATIONS LEARNING PVT LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
<http://www.planetspark.in>

Offer Letter

Date: 19/02/2022

To,

**Employee code – PS08083
Pranjul Rathod,**

Dear Pranjul,

Sub: Internship Offer Letter

We are pleased to appoint you in our organization as **Inside Sales Intern** with effect from **20th Feb, 2022**. **You will be working from home. Your duration of virtual internship will be two months.**

You will be paid a stipend as detailed in Annexure – A.

Your internship with us will be governed by the Terms & Conditions as detailed in Annexure – B.

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

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

We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,
For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Annexure – A

Gross emoluments can be bifurcated as under:

Emoluments	Per Month(INR)
Stipend	20,000 (10,000 Fixed + 10,000 Variable)


Director
Director's Group of Institutions
27, KP-111, Greater Noida-206

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. Nature of Work:

You will work at a high standard of initiative, creativity, efficiency and economy in the organization. The nature of work and responsibilities within **Inside Sales Intern** will be assigned and explained to you from time to time.

3. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

4. Intellectual Property Right:

If during the period of your internship with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

5. Secrecy/Confidentiality:

You will not during the course of your internship with the company or at any time thereafter divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your internship as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your internship hereunder also use your best endeavor to prevent any other person from doing so.

6. Termination of Service:

Either party can terminate this internship by serving a notice of 3 days on the other.

7. The internship is being pursued by the intern as part of his curriculum and in no manner it will create or deem to create any employer or employee relationship between the company and the intern

8. As per the recent tax amendments, 12% Provident Fund (PF) will be deducted from the stipend every month

Sincerely,

For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD




Director
WinSpark Innovations Learning Pvt Ltd
27, K.P. Road, Sector 44, Gurgaon, Haryana 122002

LETTER OF INTENT

Jan 19, 2022

Rashi Saini

3373, Kucha jalal bukhari, Dariya Ganj,
Central Delhi, Delhi -110002

Dear Rashi,

Further to your application and subsequent interview with us, we are pleased to offer you the post of **Junior Associate Software Developer Grade "T"**. And during your training period (i.e. 6 months) you will be paid INR, **18984/-** per month (**Rupees Eighteen Thousand Nine Hundred Eighty Four**) as monthly salary including fixed & variable components, subject to tax and other statutory deductions as applicable.

A detailed appointment letter with terms and conditions of your employment will be issued after the completion of your training period.

It is understood that this offer is on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false or incorrect, or that any material or relevant information is concealed, this offer will be considered ineffective, and irregular.

You are requested to provide the following documents at the time of joining for verification / submission:-

- Original and photocopies of marksheets & certificates of your highest education qualification
- Passport size photographs (4 copies)
- Identity proof – Valid passport / Aadhar card
- PAN card
- Cancelled cheque (for bank account details & for records only)

This offer is to work full time from the office. Your base location will be our Gurgaon office. You will be required to join your duties on or before **January 25, 2022 at 9:00 AM** at our **Gurgaon** office.

a) Gurugram:

2nd Floor, 55P Sector 44, Gurugram 122003, Haryana

b) Noida:

3rd Floor, Fusion Square, 5A & 5B, Sector 126, Noida 201303, Uttar Pradesh

For ValueCoders Services LLP



Ajay Kumar Tandon
HR Department



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201302

c)- Mohali:

Bestech Business Tower Parkview Residence Colony
Sector 66, Sahibzada Ajit Singh Nagar, Punjab 160066

P.S:

1. *This offer is on the basis of the particulars submitted by you in your application for employment. It may stand cancelled or date of joining may be changed subject to your background verification (BGV) and/or if we find that any particulars furnished by you are false or incorrect, or any material or relevant information is concealed.*
2. *If your joining or work roster requires work from home, you are expected to be ready with your computer, headphone, webcam and high speed internet connection.*
3. *The salary break up is shared in an attachment.*

We look forward to you joining our organization and a long, successful and mutually rewarding relationship.

For **ValueCoders Services LLP**



Ajay Kumar Tandon
HR Department



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Offer: Computer Consultancy
Ref: TCSL/DT20218090266/Delhi
Date: 29/11/2021

Ms. Rashi Saini
3373, Kucha Jalal Bukhari ,Delhi Gate3373, Kucha Jalal Bukhari ,Delhi Gate,
Darya Ganj,
Delhi-110002,
Delhi.
Tel# 91-7982746749

Dear Rashi Saini,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218090266

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Director
Dronacharya Group of Institutions
22, KP-III, Greater Noida-201306

1



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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TCSL/DT20218090266

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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


Director 2

Group of Institutions
27, K.P.J. Creative Society, 201306



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

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

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Rashi Saini
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, infopark Road Infopark Campus, infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate,



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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



Director

Dronacharya Group of Institutions
27, KP-III, Connaught Place-201306

TCS Confidential
TCSL/DT20218090266

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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27, KP III, Central, Gurgaon-201300



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



Director

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KP-10, CPW, Gurgaon-201386

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General


(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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27, KP-III, Greater Noida-201306

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Director

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5th March, 2022

Dear Rashi,

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **5th March 2022** and you will report to us on **8th March, 2022** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15000 (Fifteen Thousand only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 6 months or until the submission of your final year degree and provisional degree whichever is later. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be in the range of **INR 7,20,000 (Seven Lacs Twenty Thousand Only) to INR 8,00,000 (Eight Lacs Only)** depending on the performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the date of joining and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **8th March, 2022, Tuesday.**

Sincerely,



Priyanka Gubrelle
Assistant Vice President - Human Resource
Gemini Solutions Private Limited



Director

Dronacharya Group of Institutions
27, KPH III, Greater Noida-201306

ACCEPTED AND AGREED:

Rashi Saini

Signature: _____

Date: _____



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201404

Employment Offer Letter

19 January, 2022

To,

Priyanka,
D/O Rajbir Singh,
Karhera, Mohan Nagar,
Ghaziabad, Uttar Pradesh-201001
Email id: priyankahv014@gmail.com
Contact No: 9643043788

Dear Priyanka,

It is our pleasure to extend the following offer of employment to you on behalf of **InnovationM Mobile and Web Technologies Pvt. Ltd.** This offer is contingent upon your reference checks, our receipt of your academic transcripts, and medical tests that the Company may request you to undertake.

Emoluments

Annual CTC: **INR 4.38 Lacs per annum**

Salary break-up:

Component	Monthly Amount	Annual Amount
Basic	15200	182400
HRA	3700	44400
Conveyance Allowance	1600	19200
Bonus	1000	12000
Gross Salary	21500	258000
Special Allowance I	5000	60000
Special Allowance II	10000	120000
CTC	36500	438000

Direct Client Deployment Benefits:

Special Allowance I

Special Allowance I is the Bonus component that is applicable for the client site deployments and will be paid on a quarterly basis.

Special Allowance II

Special Allowance II is the onsite travel benefit that is applicable only when you are deployed at direct client and visiting the client office. This component will vary as per the client location e.g. Entitlement for Gurgaon location (per working day) is INR 500/- (approx. 10,000/- per month) and for Noida/Delhi location it is INR 400/- (approx. 8,000/- per month).

Designation

Your designation will be **Software Engineer**.

Date of joining

You need to join the services of the Company on **20 January 2022, Thursday** at our Noida Office.

Probation

You shall be on probation for a period of 3 months from the date of commencement of your services. This period may be further extended at the discretion of the organization. If your performance has remained unsatisfactory and it is considered that further training/support would not lead to reaching the required standards, the employment will be discontinued by the employer by giving 1 week of prior notice. After the successful completion of the probationary period, your appointment will be confirmed subject to your satisfactory performance.

Taxation

Your emoluments will be subject to income tax as per the provisions of the Income Tax Act 1951 of India.

Notice period

During the employment (including both probation and confirmed) period, you can resign from the services by giving 2 months written notice to HRD. If you resign while you are deployed at client location, then this notice period will be of 3 months. The notice period cannot be set-off against any leave and not negotiable. Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:

- i) if you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- ii) if you have not followed internal policies, procedures, including Standard Operating Procedures, or Code of Conduct;
- iii) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- iv) if you are found to be absent from the office/duty without written approval of the Company's Director(s);
- v) if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies or misused Company's assets / facilities.

Employment Bond

The employment shall be subject to Employment Bond (**2 years**) to be entered between InnovationM Mobile and Web Technologies Pvt. Ltd and you. You need to sign the bond at the time of joining.

The acceptance of the offer letter would also be an acceptance of Employment bond terms and conditions.

Confidentiality and Integrity Terms

It is a condition of your services to ensure that the organization's policy of maintaining the strictest confidentiality, both within and outside the Company, for the remuneration you receive is observed by you at all the times. You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

During your period of employment at InnovationM or after separation from the company, you or someone else on your behalf would not post or share any defamatory, derogatory, or inflammatory content on any social media, forums, sites etc. about or related to the company, its management, employees, your co-workers, business partners, or the clients of InnovationM.

Upon termination of your employment, you will immediately surrender to the organization all files, documents, soft and hard files, and any other databases entrusted to you in the course of your employment.

You will not reproduce, store in a retrieval system or transmit in any form or by any means- electronic, mechanical, photocopying, recording, scanning or otherwise – any copyrighted material which is the property of the organization for your own benefit or for the benefit of any third party – either during the course of your employment or on your separation. Whilst in your employment with the organization, you

will not either directly or indirectly engage yourself either full time or part time elsewhere in any job, profession or business of any nature. You will not take up any job or assignment either directly or indirectly or through a third party for a period of 24 months – either full time or part-time or on contract – with a client of InnovationM or any of their subsidiaries, clients or affiliates, with whom you may have come in contact during your employment with InnovationM or did any work with them. To ensure this, we may, ourselves or through a third-party verification agency, ask for proof of your new employer(s) including but not limited to a verification / confirmation email from your new employer(s)'s official email id.

As it might put the company in a disadvantageous position, you will refrain from mentioning the company's clients name on your CV / resume and / or disclosing it our competitors (audit and consulting firms) both while you are employed and after separation from the company.

Transfers and Relocation

During employment with the Company, you may be posted/transferred to company's branch offices / client locations. This may include migration to other technologies owing to business needs. You will promptly comply with Company's instructions concerning transfer / relocation / technology migrations.

The rules and regulation, including code of conduct, as framed by the organization from time to time shall become conditional upon you and by which you shall abide.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and returning the same to us for our records.

You understand and agree, if not so, then please specify your reservations, that by accepting the Appointment (through any form of communication) you agree to abide by the terms and conditions of this Appointment (letter); and any non-adherence with the terms (of the Appointment) will result in loss to the Company and/or put the Company in a disadvantageous position. As a result, the Company will have a right to claim damages from you and instigate applicable legal proceedings against you.

Thanks, and regards,

Vibhasika Shree
HR Executive

Agreement Forming Part of Our Employment Offer

This Agreement is entered into this the date **20 January 2022, Thursday** between InnovationM Mobile and Web Technologies Pvt. Ltd a "Company" registered in India and **Priyanka** Indian inhabitant residing D/O Rajbir Singh, Karhera, Mohan Nagar, Ghaziabad, Uttar Pradesh-201001 (herein after referred to as "Employee") Where as

- The Company has selected the Employee for the position of **Software Engineer** which would initially involve extensive training for imparting the required level of skills, for effectively carrying out responsibilities assigned to the Employee.
- The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of **2 years** to the Company. In case he/she wants to leave the company, in consideration of which, the Company is not charging the cost of training from him/her.
- The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, so that the same are carried out in an effective manner.
- The Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of **2 years** from the date of his/her joining the services of the Company.

Now This Agreement Witnessed As Below:

1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the 2 years term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of **2 years** from the date of his/her joining the services of the Company.
2. In case the Employee, for any reason, leaves/resigns the services of the Company before the period of **2 years**, then he/she shall forthwith pay salary/stipend of 9 months being the indemnification of the cost of training to the Company. Notice period is not counted towards bond period. Means, if someone resigns before the completion of bond period, it would be treated as breach of bond. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company & at the same time company has full right to initiate appropriate legal proceedings against the Employee. This option of leaving the service before the period of 2 years can be exercised only if a prior consent of the Company has been taken.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

3. That the said Employee shall not during the period of this agreement work directly or indirectly in any similar trade or business either as employer or partner or advisor or in any other capacity.
4. That the said Employee shall be just and faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whosoever and shall use his best endeavors to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.
5. However, the Company has full right to suspend or terminate the employment of the Employee in case if he i) breaches any of the terms and conditions of the employment (per the Appointment Letter accepted by the Employee), or/and ii) in the opinion of the Company, is guilty of dishonesty, misconduct or negligence in the performance of the duties; or/and iii) have not followed internal policies, procedures, including Standard Operating Procedures, or Code of Conduct; or/and iii) have been found to have committed a serious breach or continual material breach of any of his duties or obligations; or/and iv) found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies or misused Company's assets / facilities. Also the Company can with- hold the Salary or/and Experience Letter/Relieving Letter of the said Employee until the final clearance of the matter.
6. That the Employee hereby agrees that the aforesaid Agreement being signed is compensatory and not punitive in nature and has been signed to balance the interests of the Company and the Employee, as detailed above. Further, the Employee agrees that the said agreement is being signed without any element of force and of his own will and volition, being of sane and sound mental disposition and is enforceable against the Employee.
7. Any dispute or difference arising out of this Agreement shall be resolved through arbitration as per the provisions of the Arbitration and Conciliation Act, 1996. The venue shall be in Noida, U.P.

InnovationM Mobile and Web Technologies Pvt. Ltd

(Authorized Signatory)

Employee Signature: _____

Employee Name:

Date:

Place: Noida



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201301



AJATH INFOTECH PVT LTD

To,

Rashi Saini,

Dated:- 23-Aug-2021,

Subject:- Offer Letter To Rashi Saini

Dear Rashi Saini,

The purpose of this letter is to inform that you has been selected for the position of **UI Developer/ Artificial Intelligence Trainee** at 10000/- (INR) Per month as a stipend in our Company, Ajath Infotech Pvt. Ltd. We are excited to have you as a part in our team.

We take the privilege to inform you that your employment will start from **3rd-Jan-2022**. However, the expected date of joining decided by the company is liable to change upon the request of the employee. Please revert with a return reply via email confirming your acceptance for this offer.

Package offered:

- INR 10,000/- stipend for 6 months internship
- Salary will be increment upto INR 3-4 LPA after 6 month as per performance.
- BOND : 18 months after internship

Cheque needs to be submitted:

- INR 100(submitted in company account & will be return back with stipend)
- INR 1.5 Lac which will return back after 24 months.

NOTE:

- **The cheques(1.5 Lac or 100 rupee cheque) need to submitted at the time of your joining.**
- **Your Performance will be review after 45 days.**
- **You will need to carry your own Laptop at the time of your joining and will be using your own laptop during internship.**

Office Timings:- 9:30am - 6:30pm

Work Days:- Monday - Friday

Looking forward to have you on board as part of team .

Thanks

HR Manager and Team

Director

Dronacharya Group of Institutions

27, KP-111, Gurugram, Haryana 122016



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1588786

Letter of Intent ("LOI")

Dear Pritesh Ranjan,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.


The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1588786**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1588786**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1588786**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

ANNEXURE 1

Pritesh Ranjan
Analyst and A4


Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Date: 24th February 2022

Dear Pritesh Ranjan,

Sub: Traineeship Letter

We, **iPRIMED Education Solution Pvt Ltd**, hereby referred to as the 'Company', are pleased to offer you training opportunity with **HARMAN Connected Services**, hereby referred to as the 'Client'

Your date of joining will be **Monday, 28th February 2022**. The training period will be for a duration of 2 months. In case the start date changes due to business dependencies, the same will be intimated well in advance to you. On successful completion of training and certification and subject to you being found fit for employment at Client location after due assessments, Client will issue an offer of employment, subject to background screening process. Intended Role and Compensation in employment offer, subject to completion of training and certification: (a) Role **Associate Engineer** ; (b) CTC **INR 5.5LPA**, subject to statutory deductions.

During the Training Period, you will be paid stipend of **INR 10,000/-** per month (Inclusive of any applicable taxes) by Company paid upon training completion and final onboarding with the Client. You will be eligible for Company holidays and Company will have the right to decide on granting you leave as per business consideration. You will not be eligible for any other employee benefits which regular employees of the Company may be entitled to.

Your training will be conducted virtually for a duration of 8 weeks (full days).

You understand and acknowledge that this letter is not an offer of employment and you are not entitled to claim employment with Client and/or any other benefits, unless you sign an offer of employment, post completion of training certificate and subject to background verification. Client shall not be liable for any claims, damage or loss, howsoever caused, in connection with your participation in the training.

The Training Period may be reduced or extended or otherwise modified at the sole discretion of the Company, without assigning any reason whatsoever. The Company also reserves the right to discontinue the training for any reason whatsoever with a notice of 7 days.

During the Training Period, you may have access to confidential and proprietary information of the Company or its Clients/Customers. You understand and acknowledge that it is essential to the conduct of the Company's business and to the protection of its Clients' interests that all information and knowledge acquired by you during your internship be kept confidential. You hereby agree and undertake not to misuse or wrongfully disclose or disseminate this information to any person either during or after the Training Period.

In accepting this offer, you are confirming that you will not use any confidential or proprietary information you learnt in a previous job and that you will not bring it into the Company. You are also confirming that you have not signed any agreement with a previous employer, such as a non-compete, that would prevent you from working for the Company.


Director

Dronacharya Group of Institutions
27, HR III, Greater Noida-201 306

Your action required:

Please indicate your acceptance by signing below and sending us the signed copy of your acceptance. **If you decide to accept the terms of this letter, we need to receive the signed copy from you no later than two (2) days from the date of issue, failing which your letter will be considered invalid.**

Pritesh, we are confident that you will be successful at completing the training at the Company and look forward to seeing the impact that we know you are going to make! We hope that you are as excited, as we are, to join our training program. If you have any questions, please contact **Prateek Tikoo** at prateek.tikoo@iprimed.com

Sincerely,
For iPRIMED Education Solution Pvt Ltd

Nikhil Kumar



Nikhil Kumar
Head – IT

Acceptance:

I have read the terms and conditions mentioned in the above letter with respect to the training opportunity with Client HARMAN Connected Services.

Signature: _____

Name: _____

Date: _____

A handwritten signature in green ink, appearing to be "Dronacharya", written over a horizontal line.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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Appointment Letter

Date: 27th Sep, 2021

Dear Praveen Kumar Chandra,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 27th Sep, 2021

Stipend during Internship: Company will offer you a stipend of Rs. 12000/- per month.

Package: Company will offer you the package of **5.50 LPA** (In-Hand Salary of Rs. 35,000/- per month + Yearly Performance Bonus of Rs. 1,00,000 + Yearly Leave Encashment of Rs. 30,000) for Full-Time Employment. Effective after your graduation.

Additional Client Project Bonus of Rs. 15,000/- per month will be effective once your profile is suitable for the Client Engineer role.

You will have to show the college documents for your graduation completion proof. This may include any college declaration, acknowledgment, graduation completion certification, or any equivalent official document.

Place/Transfer: Your present place of work will be at Gurgaon, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

Working Days: The regular working days of the Company are from Monday to Friday.

Retirement: You will automatically retire on attaining the age of 58 years.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.



We Code your Ideas

The Below Salary Package Break-up will be effective from the Full-Time Employment, post the internship period. The designation will also be updated to Software Developer post the internship period.

Basic In Hand Salary: Rs. 35000

Performance Bonus: You are eligible for a performance bonus amounting to Rs. 1,00,000 **

Leave Encashment Policy: You are eligible for a total of 18 leaves annually which includes 6 public holidays. You can take up to a total of 12 leaves annually including casual leave, sick leave, planned vacation, etc. (You will receive the leave policy separately)

At the end of the financial year, if the total leaves taken is less than 12, then for each leave you will be paid Rs. 2,500.

(Example: If you didn't take any leave in a financial year, then you will get the amount of Rs. 2,500 * 12 = 30,000Rs).

NOTE: Leaves for a financial year are calculated monthly, for example, if you worked with the company for just 2 months in a financial year, then you will be eligible for just 2 leaves in that financial year.

Client Bonus: Additional Client Project Bonus amounting to Rs. 15,000/- per month will be effective once your profile is suitable for the Client Engineer Role. You will have to undertake the client project for this bonus.

Appraisals: You are eligible for yearly appraisals depending upon your and your company's performance.

** Performance bonus as the name says, is dependent upon the performance of both the employee and the company, and will vary between 70% and 100% of its value. Performance bonus will be dispersed to you after 12 months from the offer letter date. You cannot put a notice period up to three (3) months from the performance bonus dispersal date.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.
2. You will keep Bitcs informed regarding your college examination schedules to avoid any last-minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Bitcs.
3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Bitcs.



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4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you should immediately report the same to the Management.
11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.
13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written



We Code your Ideas

warning or temporary suspension or termination may be followed.

14. Non-Disclosure Agreement: You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Bitcs. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Bitcs reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. Standing Orders: You will abide by the Standing Orders, rules & regulations, and service conditions that may be in force or application to the organization or are framed from time to time by the company.

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company's policy, procedures, and other rules currently applicable in India and are subject to amendments and adjustments from time to time.

In all matters including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Director



We Code your Ideas

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The **BITCS** family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

Company's Moto and Standings:

1. You always have the work

If anytime you don't have work, get the work from the lead you are working under first. Keep on asking him/her unless you are given the work. If anytime you don't have the work, you are the one to be blamed.

2. You like what you are doing

You love the work that you are doing here. If you don't like the work that means you are still not good at it. If you are not liking it talk to your lead and make sure you are well understood. The company wants everyone to love the work they are doing.

3. You are here for learning and excelling

Your primary motivation to work here should be the new learnings that you do here, you are here to excel in what you do. Other things are just the side effects like salary and other perks.

4. You think about the company, then your peers, and then about yourself

There is a famous theory that says if everyone starts thinking about themselves in the group then no one would be benefited from that action. If everyone has to succeed then the group should succeed first and with its success comes the success of everyone.

Here in BITCS, you should think about making the group a hit, your individual success will come following to that. Everyone should adhere to the company policies as the first step.

With best wishes,

For, BITCS

Head-HR

Vaibhav

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

Praveen

Director

Dronacharya Group of Institutions

27, K.P. III, Greater Noida-201306
Gurgaon Haryana India 122002

TPO

From: Pranjal Shukla <shuklapranjal215@gmail.com>
Sent: Monday, November 22, 2021 12:52 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Wipro Campus Update_LOI

Categories: Yellow Category

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

From: Pranjal Shukla <shuklapranjal215@gmail.com>
Date: Mon, 22 Nov 2021, 12:42
Subject: Fwd: Wipro Campus Update_LOI
To: Priyanka Srivastava <psrivastava4300@gmail.com>

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

From: Campus HR Team <wipro+email+2nwk4-10b2588508@talent.icims.com>
Date: Mon, 22 Nov 2021, 11:50
Subject: Wipro Campus Update_LOI
To: <Shuklapranjal215@gmail.com>

November 22, 2021

Dear Pranjal shukla ,
Resume Number - 21893058

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201206

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.

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	25,000 – 75,000
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:

1. 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

2. 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.

3. 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

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. 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.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



This message was sent to Shuklpranjal215@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=7E3021893058&contactId=14753044>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



PPAP Automotive Limited

B-206A • Sector-81 • Phase-II • Noida 201105 • Uttar Pradesh • India
☎ +91-120-4093901 ✉ info@ppapco.com 🌐 www.ppapco.in

February 22nd, 2022

Mr. Vikash Kumar,
Rajendra Nagar, Madhubani,
Purnea, Purnia, Bihar-854301.

SUB: LETTER OF INTENT

Dear Mr. Vikash Kuma,

Congratulations! It gives us great pleasure to inform you that you have been selected as "GRADUATE ENGINEER TRAINEE" You are required to report on or before 1st March 2022 at 08.30 a.m. to our plant – B206A Sector-81, Phase II, Noida, Uttar Pradesh-201305.

Please bring with you the following documents.

1. Copy of the Resignation Letter (if applicable) duly accepted by the previous employer and mailed / submitted to us within seven days of receiving this letter.
2. Self-Attested Copies of Highest Educational Qualification (HSSC, SSC / Professional Degree)
3. Self-Attested Copy of Matriculation Certificate/PAN Card/Driving License/Passport/Any other Govt. Proof.
4. Experience Certificate from Last employer (Optional).
5. Last Month Drawn Salary Slip, if applicable.
6. Clearance Certificate from Last Employer / Resignation Acceptance (if applicable).
7. Self-Attested copy of Address (Permanent) Proof (Aadhar Card / Driving License /Passport / VoterID/ Ration Card.
8. Last drawn salary certificate (if applicable).
9. Complete Medical Fitness Certificate with detail of BLOOD GROUP from any registered medical practitioner.
10. Two (02) Nos. of latest passport size coloured photographs.
11. Two Post Card size photographs with your dependent. (For ESIC, if applicable).
12. Copy of Bank details with IFSC code and account no.
13. Your Employment is subject to your being medically fit.
14. Your Employment is subject to your reference check
15. Fully vaccinated certificate.

The appointment letter will be provided to you at the time of your joining the organization. Please acknowledge the acceptance of offer letter by signature and sending the duplicate copy within three days.

We hope that you will put your genuine effort to ensure that we create a truly world class company. We look forward to having you in our team.

Thanking you

Yours truly,
For PPAP Automotive Limited

Aseem Kumar
Aseem Kumar
Assistant General Manager
Group Administration Department



Received By,

Vikash Kumar

VIKASH KUMAR

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

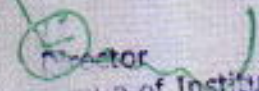
Registered Office: 54, Okhla Industrial Estate • Phase-III • New Delhi 110020 • India
CIN: L74899DL1995PLC073281

**MR. VIKASH KUMAR
GRADUATE ENGINEER TRAINEE**

Salary Particulars	Monthly breakup (In Rs.)	Annual breakup (In Rs.)	Description
Basic	10510	126120	Paid in Monthly Salary
HRA	1260	51120	Paid in Monthly Salary
Washing Allowance	2500	30000	Paid in Monthly Salary
Total Gross	17270	207240	
Benefits			
Provident Fund	1261	15132	Employer Contribution (12% of Basic)
ESIC	561	6735	Employer Contribution (3.25% of Total Gross)
Gratuity	505	6060	As per Gratuity Act, eligible after 5 years
Bonus	1480	17760	Paid on Drawal of previous financial year
Total Cost	21077	252927	
Deductions			
Provident Fund	1261		Employee's PF Contribution (12% of Basic)
ESIC	130		Employee's ESIC Contribution (0.75% of Total Gross)
Company Uniforms			Free of Cost
Canteen Deduction (Lunch - Rs. 15 per day)			As actual
Take Home Salary	15879		



Vikash Kumar


 Director
 Dr. B. R. Ambedkar Group of Institutions
 22, K.P. Road, Mysore - 570002

You have been appointed as "Intern" from "18th January 2022" to "30th June 2022" and are expected to join duty on or before **Tuesday, 18th January, 2022**. You will be eligible to get Stipend of **INR 17,000/- Per Month**.

Offer stands cancelled in case of any deviations in information or if you fail to report on or before the date of joining.

We look forward to you joining the Mynd Family.

Kindly reply with an acceptance to this offer and provide two professional references(name, contact number, designation and company)

Faisal Saifi

Team Lead – Talent Acquisition



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Plot No - 285, 3rd Floor Udyog Vihar, Phase IV,



Offer: Computer Consultancy
Ref: TCSL/DT20218087551/Delhi
Date: 06/06/2022

Mr. Rishav Kumar
893/8 Mehrauli , New Delhi 110030 Mehrauli-Gurgaon Road,
Near State Bank Of India,
New Delhi-110030,
New Delhi.
Tel# -

Dear Rishav Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218087551

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi-110011, India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Director

Dronacharya Group of Institutions

24, Kirti Nagar, New Delhi-110015



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

COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA

Leave Travel Allowance

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

Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

Food Card

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

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TCSL/DT20218087551

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Director 2
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306



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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

Director

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Tata Consultancy Services Limited

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

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XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Relevant Experience

As per the recommendation of our management review panel, out of your total experience, 0.0 years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCSL (while in service with current employer) till the date of relieving from your current employment will be added to your total and relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your

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final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

3. Pre requisites for Joining

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

4. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

5. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory.

6. Working Hours

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

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7. Mobility

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

8. Compensation Structure / Salary components

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

9. Increments and Promotions

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

10. Alternative Occupation / Employment

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

11. Confidentiality Agreement

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

12. Work in SBWS mode

TCS' Secure Borderless Workspaces(SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such

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Dr. Anil K. Chaturvedi, Group of Institutions
27, K.P.H.



flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

13. Overseas International Assignment Agreement

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

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

14. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

15. TATA Code of Conduct

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

16. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

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

17. Retirement

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

18. Pre-employment Medical Certificate

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

19. Employment of Non Indian Citizens

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

20. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

21. Submission of Documents

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

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

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Aadhaar Card

- Standard X and XII/Diploma mark sheets & Certificate

- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation

- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)

- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English

- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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address affidavits etc.)

- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.

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

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

22. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

23. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

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Director



24. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

25. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

26. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per

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regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

Director

Director, Tata Group of Institutions
27, 6th Fl., Sector 11/12, Connaught Place, New Delhi-110006



Withdrawal of Offer

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

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Rishav Kumar
Designation	Systems Engineer
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Quarterly Variable Allowance*	3,100	37,200
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance	400	4,800
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

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Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264



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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO, 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigeriya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	


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Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

TCS Confidential
TCSL/DT20218087551



Director 17

TATA CONSULTANCY SERVICES Tacharya Group of Institutions
Tata Consultancy Services Limited 27, KP-III, Greater Noida-201306

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



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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Tata Consultancy Services Limited

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


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Director

Shri. Anand K. Chaturvedi
Group of Institutions
27, Kirti Nagar, Greater Noida - 201306



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

Director
Tata Consultancy Services Limited
Sector New Delhi-201506



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).


(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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Tata Consultancy Services Limited

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

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


Director
Group of Institutions
Greater Noida-201306

Demacharya
27, KP-III,

21



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Director

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

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

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

AIDASH

November 09th 2021

Rithik Rawat

Dear Rithik,

I am pleased to confirm your internship as a **SDET- Intern** at AiDash. As discussed during the interview process, this would be a paid academic internship with the stipend being **Rs. 40,000/- per month**. The internship start date is **November 10th, 2021** and it will conclude on **May 10th, 2022**.

Due to the COVID-19 situation, you will be working remotely with us and reporting to **Sanjay Kaushik**, Senior Software QA Manager at AiDash.

Your responsibilities would include Designing, Organizing, and managing Test Automation resources at AiDash.

During your temporary employment with AiDash Inc, you may have access to confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from disclosing it to anyone outside of AiDash Inc. You also understand that participating in the internship program is not an offer of employment.

Welcome to the team! We look forward to working with you.

Sincerely,



.....
Rahul Saxena

Co-Founder & CTO

M +91 984 546 5018

www.aidash.com | rahul@aidash.com

Accepted/Acknowledged by:



.....
Rithik Rawat

Date: 10-11-2021



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306









Internship Offer Letter - Rithik Rawat

Final Audit Report

2021-11-10

Created:	2021-11-09
By:	Tanvee Verma (tanvee@aidash.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXkE4D89_LU9TGr0Qw5b93JIA3dxIaK0N

"Internship Offer Letter - Rithik Rawat" History

-  Document created by Tanvee Verma (tanvee@aidash.com)
2021-11-09 - 1:26:04 PM GMT - IP address: 103.195.203.141
-  Document emailed to Rahul Saxena (rahul@aidash.com) for signature
2021-11-09 - 1:26:45 PM GMT
-  Email viewed by Rahul Saxena (rahul@aidash.com)
2021-11-09 - 1:34:27 PM GMT - IP address: 106.200.251.72
-  Document e-signed by Rahul Saxena (rahul@aidash.com)
Signature Date: 2021-11-09 - 5:22:30 PM GMT - Time Source: server - IP address: 106.200.251.72
-  Document emailed to Rithik Rawat (rithik.rawat056@gmail.com) for signature
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-  Email viewed by Rithik Rawat (rithik.rawat056@gmail.com)
2021-11-09 - 6:35:08 PM GMT - IP address: 74.125.209.88
-  Document e-signed by Rithik Rawat (rithik.rawat056@gmail.com)
Signature Date: 2021-11-10 - 3:06:55 AM GMT - Time Source: server - IP address: 223.233.66.148
-  Agreement completed.
2021-11-10 - 3:06:55 AM GMT



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



14th March 2022

Ms. Shiwani Dwivedi

Congratulations, you are being offered a full time role with Technology Team.

We are pleased to inform that your have been selected and shortlisted for the role of SAP ABAP at M8 Grade.

You will be based out of Gurgaon Location.

Your Cost to Company will be INR 6 Lakhs per annum.

Post your confirmation, completion and clearance of graduation and after due internal approvals on your candidature a definitive formal letter of employment with compensation break-up and date of joining will be issued which will be the final offer from the Company.

Should you have any queries please feel free to contact:

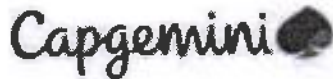
Kindly confirm your acceptance to enable us to consider your candidature.

Feel free to reach out to us for any additional information . We look forward to hearing back from you very soon!

Best Regards, (HR Team)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Corporate Office
Aakash Tower, 8, Pusa Road, New Delhi-110005



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1363461

Letter of Intent ("LOI")

Dear Shivani Dwivedi,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

DIRECTOR
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1363461**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1363461**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1363461**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida 201305

ANNEXURE 1

Shivani Dwivedi
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man,
Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN:
U85110PN1993PLC145950


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Quick Update || Revised Salary Structure || Vinove Softwares and Services

2 messages

Shakshi Singh <shakshi.singh@valuecoders.com>
Bcc: shivanidwivedi19616@gmail.com

Thu, 21 Oct 2021 at 15:46

Hi Team,

We have selected you for the "**Junior Associate Software Developer**" position and due to some circumstances or anyhow some reason either you have not accepted the opportunity or you are thinking about the same and also few of you have completed the paperwork.

We have some additional and new updates for everyone kindly check and review once again as we have revised the salary structure where we have some changes in the-

- 1- Initially Six Month PayGrade. (Increased)
- 2- Inhand Salary after 6 months and in Retention bonus.

In case you were not okay with Indemnity bond or Cheque submission then it's fine but in case you have missed the opportunity due to Package then we would request you to review the salary structure and reconsider it again.

If already done the documentation then please ready for pre boarding and initiation of Letter of Intent by next week.

In case of any queries kindly let me know.

Regards,

Shakshi Singh
HR Executive- L1
Vinove Software & Services (P) Ltd. | ValueCoders Services LLP
M: 7275314095
careers@vinove.com | hr@vinove.com | shakshi.singh@valuecoders.com
ISO 9001:2008 | Magento Solution Silver Partner | NASSCOM CERTIFIED
* New York // London // New Delhi // Gurgaon // Noida *


shivani dwivedi <shivanidwivedi19616@gmail.com>
To: Shakshi Singh <shakshi.singh@valuecoders.com>

Thu, 11 Nov 2021 at 14:08

Respected mam,
I extend my heartfelt gratitude to offer me such an amazing opportunity to work with such a renowned organization.

The goals and career path provided by vinove Softwares are really inspiring .
However,as of now I received an offer from off campus Placement.
Thank you so much for you consideration.

Regards,


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



CIN:(U72900HR2012PTC045537)

2nd May 2022

Mr, Nitesh Sharma

Address: A-16 Street No. 3 Aali Vihar,
Sarita Vihar, New Delhi-110076
Contact: +91 8700358733

Dear Nitesh,

CONTRACT OF EMPLOYMENT

Following your recent interviews and subject to receiving a satisfactory report based on the background check conducted by us as deemed appropriate we are pleased to offer you employment with Think Future Technologies Pvt. Ltd. (hereafter the "Company") in the position of **Software Trainee** (hereafter the "Employee or you") on the following terms.

This letter sets out the main terms and conditions of your employment. Subject to the terms of your employment, certain clauses (**12 & Annexure 3**) mentioned below will not be applicable to you.

Main Terms and Conditions of Your Employment

1. Commencement Date

We would like you to start work as soon as you are free to do so, however as discussed and agreed it is expected that you shall join the company on or before **2nd May 2022**, and not later than this. Your first day of work with us will be the "**2nd May 2022**" of your employment.

2. Place of Employment

- a. Your initial place of work will be at the Company's premises in **Remote**.
- b. During the period of your employment with the Company, the Company may at any point of time as per its discretion transfer or depute you to any other department(s) of the Company or to any other subsidiary or affiliate of the Company or any of its customer's location within

Think Future Technologies Pvt Ltd AIHP TOWER, 249G, 1st FLOOR UDYOG VIHAR, PHASE-IV, GURGAON-122015

Ph: +91 124 2807000 web: www.iftus.com

Director

Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306



CIN: (U72900HR2012PTC045537)

India or abroad or to any other location in India or abroad of the Company and you are under an obligation to accept the same.

- c. You shall perform your duties at such locations as are reasonably necessary and appropriate, subject to reasonable travel requirements on behalf of the Company from time to time.
- d. You shall not be entitled to any additional compensation on this account.

3. Probation Period

The first 3 months OR 3 months after training period (if applicable) of your employment will be a probationary period. Your probation period may be extended if deemed necessary at the sole discretion of the Company and the same shall be accepted by you without any objection or reservations. Upon completion of your period of probation, you will be deemed to be on probation until you receive the letter of confirmation in writing (the term writing includes via electronic means) from the company.

4. Training Period (exclusively for fresher)

- a. The training period for the employee (Fresher) of the Company shall be 3 months and the Company reserves the right to extend the training period at its sole discretion
- b. The decision of the company in regard to the above-mentioned provision shall be accepted by the employee without any objection or reservations.
- c. Once the training period is completed the employee will be deemed to be on training until and unless he/she is served with a letter in writing (including via an electronic medium) in regard to the same from the company's side.

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CIN:(U72900HR2012PTC045537)

5. Basic Salary, Other Benefits and the mode of Payment

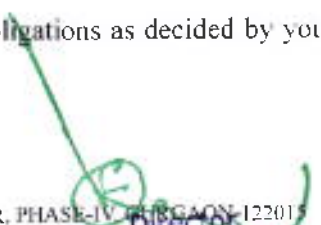
- a. In consideration for fulfillment of your obligations as an employee, the Company shall, during the terms of your employment, pay you an annual salary of CTC **INR.3,60,000/-** during the training and probation period. After completion of your probation period, the Company shall pay you an annual salary of CTC **INR. 4,50,000/-** subject to tax deduction at source as applicable under Indian Law.
- a. The remuneration for your services as stated above shall be paid to you on a monthly basis on or before the 5th working day of the succeeding month. Your compensation as decided by the Company may be reviewed annually subject to the discretion of the Company.
- b. However, the first month's salary shall be paid by the Company on the 15th of the succeeding month and thereafter you shall receive the remuneration as per the pay cycle mentioned above
- c. Incentives related to the late shifts are governed by company's internal policies definitions and standards.

6. Duties

- a. You acknowledge and agree that you shall not directly or indirectly, share or discuss your compensation details, in full or part, with any person in or outside the Company other than with those who are authorized to do so.
- b. You are liable to be transferred anywhere in India and/or abroad related to company's work.
- c. Any costs / payments to reduce or buy out your notice period with your current employer will be borne by you and the Company shall not have any obligations in this regard.
- d. You shall be responsible for performance of the duties and obligations as decided by your manager from time to time.

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Ph: +91 124 2807000 web: www.tifus.com


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27, KP-111, Greater Noida-201306



CIN(U72900HR2012PTC045537)

- e. As an employee of the Company, you shall devote your entire professional and business time, skills and effort to the performance of the duties and responsibilities assigned by the Company from time to time and shall at all times faithfully and diligently promote and protect the business and interests of the Company. Your position with the Company is an executive position involving continuous responsibility and does not entitle you to any compensation for overtime. You shall further acknowledge that the work environment at the Company requires flexibility and that you need to undertake additional related duties from time to time, which include local as well as overseas travel or such other duties and responsibilities as may be required by the Company.
- f. In case the company sends you abroad on an official visit, you would need to continue with the Company for at least for one year from the date of your return. In case you decide to do the contrary then as a consequence you'll have to compensate the expenses incurred before and during the visit (this includes travel/lodging/boarding/visa/medical/per diem expenses of the visit.)
- g. You shall perform your duties with diligence, devotion and commitment and in conformity with the rules and policies of the Company failing which the Company may hold you liable for gross negligence and violation by you of your terms of employment.
- h. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealing with the Company. In the event you are offered the same, you should immediately report it to the management of the Company.
- i. In addition to your usual duties you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the company. The company may from time to time change your duties in consultation with you.



CIN:(U72900HR2012PTC045537)

7. No Other Employment or Vocation

During the period of your employment with the Company, you shall not take or engage yourself in any manner any employment or engagement with any other company or entity, including on a temporary or part time basis, or offer your services, with or without pay, to any physical person, legal entity or public authority or to be occupied or engaged in your own business without the prior written consent of the Company.

8. Performance and Compensation Review


- a. Your performance will be reviewed annually or at other times determined by us. The process will come in effect once you get confirmed at your respective job position. You must participate fully in any performance review. Your Remuneration may be reviewed as part of those reviews.
- b. You will be eligible for appraisal and salary increment after completion of 1 (one) year from your Date of Confirmation.
- c. Your increments and promotions are based on sole discretion of the management and shall be accepted by you without any objection or reservations.

9. Hours of Work

- a. Your working week will consist of a minimum of 45 hours including all the lunch breaks and rest intervals. The working Hours shall be defined from time to time by our project lead as per the requirements of the project. Due to Customers' requirements the same may be staggered. You will be expected to attend the office – except when travelling on business – during the working hours/shifts as may be decided by the Company and in accordance with the rules and regulation of the Company.

Think Future Technologies Pvt Ltd AIHP TOWER, 249G, 1st FLOOR UDYOG VIHAR, PHASE-I GURGAON-122015

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Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



CIN:(U72900HR2012PTC045537)

- b. The company provides services to many global customers present in different time zones and thus require shift overlap of offshore and onshore resources, resulting in late night shifts. You will be expected to work in such shifts as may be decided by the Company.

10. Annual leaves

- a. You will be entitled to 29 paid leaves (15 earned leaves,7 casual leaves and 7 sick leaves) as per company leave policy.
- b. You will be provided with the detailed term and condition for availing annual leaves, the Annual leave policy is available with the HR Department and you are advised to go through the same at the time of joining.

The policy may be amended by the company from time to time.

11. Medical fitness

- a. Your appointment is subject to the Company's right to get you medically examined by any certified medical practitioner during the period of your service. In case, you are found medically unfit to continue with the job, you will lose your job entitlement.
- b. You will retire from service on attaining the age of 60 years and as per the retirement policy available with the HR Department.

12. Maternity leaves

These conditions are subject to rules mentioned in Maternity Policy of TFT in accordance with the Maternity Benefit Act, 1961 and Maternity Benefit Act (Amended) 2017 as annexed and marked as Annexure 3.

- a. Currently the company regulates maternity leaves as per Maternity Benefit Act,1961("the Act") inclusive of the recent amendments i.e. provided under, The Maternity Benefit (Amendment) Act ,2017.

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- b. Every female employee will be entitled to maternity benefit only if she has worked in the company, for a period of not less than eighty days in the twelve months immediately preceding the date of her expected delivery.
- c. Maternity benefit rate is 100% of average daily wage as defined under the Act.
- d. The amount of maternity benefit for the period preceding the date of her expected delivery will be paid in advance to the female employee on production of medical certificate indicating that the female employee is pregnant, and the amount due for the subsequent period shall be paid to such female employee within forty-eight hours of production of such proof that the female employee has delivered of a child.
- e. Any female employee having less than two surviving children will be entitled to 26 (twenty-six) weeks of maternity benefits of which not more than 8 (eight) weeks shall precede the date of her expected delivery.
- f. A female employee having two or more surviving children shall only be entitled to 12 (twelve) weeks of maternity benefit of which not more than 6 (six) weeks shall be taken prior to the date of the expected delivery.
- g. A female employee who adopts a child below the age of 3 (three) months, or a commissioning mother will be entitled to Maternity Benefit for a period of 12 (twelve) weeks from the date the child is handed over to the adopting mother or the commissioning mother as the case maybe.

13. Equal Employment Opportunity

The company is an equal opportunity employer and is committed to ensure that there is no discrimination against any employee or applicant for employment based upon race, colour, religion, gender, national origin, marital status, age, sexual orientation or any other classification protected by applicable state employment laws. The company strictly adheres to this policy in all

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its employment practices including recruitment, employee promotion, demotions, transfer, reduction in force and all other forms of compensation and company sponsored training or assistance. We also strive to ensure that the work environment is free of harassment and bullying, and that every employee is treated with dignity and respect. The company is zero- tolerant towards harassment in any form, including sexual harassment.

14. Full Disclosure of Material Facts and No Misrepresentation

- a. Your appointment is solely based on your representation regarding your qualification and experience, which the Company has relied upon. In case, at any point in time, your representation regarding your qualification and experience is found to be incorrect, you shall be liable for immediate termination without notice and without prejudice to all other rights of the Company. Further, you shall indemnify the Company due to such misrepresentation. By signing this letter, you also irrevocably consent to the Company initiating all necessary background checks as may be required during the course of your employment, either by the Company or through any third party.
- b. You confirm that you have disclosed in writing fully to the Company, all of your business interests, if any, whether or not they are similar to or in conflict with the business(s) or activities of the Company, and all circumstances in respect of which there might be a conflict of interest between the Company and you or any of your immediate relatives. You agree to disclose fully to the Company in writing any such interests or circumstances which may arise during your employment immediately upon the occurrence of such interest or circumstances.

15. Separation/Termination

- a. If clause 3 and 4 (probation and training clause) are applicable to you, then in that case the Company reserves the right to terminate the appointment at any point of time by providing

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15 days' notice or basic salary in lieu during probation period or 2 months' notice or basic salary in lieu after confirmation.

- b. In the event of termination of your services arising out of work performance issues including Failure to improve performance or failure to measure up to the expectations or standing orders of the company would tantamount to an act of misconduct. In case, improvement in your performance is required, you shall be put through a 'Performance Improvement Plan' as may be formulated in your case in consultation with your supervisor. If, however, even after completion of the program, you fail to bring your performance to the expected level, the same shall be deemed to be an act of gross misconduct making you liable for termination with 15 days' notice or basic salary in lieu during probation period or 2 months' notice or basic salary in lieu after confirmation.
- c. In the event of termination of your services arising out of disciplinary proceedings, no notice will be required from the company's side and the Company will have the right to terminate your contract of service forthwith. Further, the Company may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities which breach either (i) is incapable of remedy; or (ii) if capable of remedy, has not been remedied by you for at least 5 days after receipt of such notice from the Company. Such material breach would include (a) your failure to comply with or committing breach of provisions contained in any of the provisions of this appointment letter or Annexure hereof (b) breach by you of any provisions of the Company rules and regulations or policy; or (c) any professional misconduct or commission of actions which are not in the interest of the Company. In addition to terminating your services for such material breach, the Company shall be entitled to recover from you the loss sustained by the Company attributable directly or indirectly to your actions.
- d. Any gross misconduct or any act or omission which is contrary to the employee's handbook or violates any rules stated thereof which results in serious misconduct can amount to

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immediate termination of the employee. An employee is advised to go through the employee's handbook at the time of joining which is available with the HR Department.

- e. In the event of your continuous absence for a period of 5 working days or more, without formal request or permission from management of the Company, you shall be deemed to have left and relinquished your employment with the Company. Such automatic relinquishment of the employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the Company and you shall forthwith cease to be in the employment of the Company without any further notice or act from the Company. Further, the company may take such necessary action as deemed fit such as action for recovery of salary for the notice period, action for recovery of any materials belonging to the company.
- f. Upon termination or cessation of the employment for any reason whatsoever, or at any other time the Company may request, you shall immediately return to the Company all material(s) belonging to the Company which is in your possession including any of the Company's documents, files, memorandum, notes, plans, records, reports etc. whether they are stored manually or electronically, and including all computer hardware and software, any mobile telephone or other electronic equipment and all Confidential Information as defined in the Non-Disclosure Agreement execute by you simultaneously with this employment letter.
- g. Your employment shall be canceled or terminated at the discretion of the Company, if on verification of the documents and information furnished by you it is found that the said documents or information are false, incorrect or forged.
- h. If the employee is convicted of any criminal offence whilst employed by the employer, it is expected this information is disclosed to the employer immediately. Failure to do so may affect the employee's continued employment with the employer.



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- i. The employee agrees that the employer may require the employee to undergo a criminal record check at any time during employment. Upon the return of the criminal record check if there are any concerns that may, in the employer's view, affect the employee's suitability for continued employment with the employer, this agreement can be terminated at the sole discretion of the employer.
- j. If employee is found guilty of any fraud or dishonesty or acted in a manner which, in the opinion of the Company acting reasonably, brings or is likely to bring you or the Company into disrepute or is materially adverse to the interests of the Company; or are convicted of any criminal offence resulting in imprisonment, the Company may terminate your appointment with immediate effect.

16. Resignation

- a. In the event of discontinuing the services with the company arising out of an employee's will, an employee can submit his resignation by providing 15 days' notice during probation period and 60 days' notice after confirmation.
- b. Effective date of notice period (15 days or 60 days) as the case may be, shall be the next working day from the day on which the employee tendered his/her resignation.
- c. In case, the last day of notice period is regarded as a weekend for him/her then the last working day before the weekend will be considered as the last day to be served as his/her notice period.
- d. 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 given by you without incurring any liability to pay salary in lieu of remaining notice period. However, if the Company desires you to continue the employment during the notice period, you shall be obliged to do so. The Company reserves

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- the right to adjust your balance Earned Leaves against the whole or part of your notice period.
- e. If you are in the middle of an assignment, the company may as per its discretion require you to complete all operative parts of the assignment, as determined by the company before agreeing to relieve you from the services. This can result in the extension of the notice period as per the requirements.
 - f. Employees are not authorized to take any leave during the notice period. Any unauthorized absence during the notice period will be considered as a leave without pay and not as a casual leave, sick leave, earned leave whatever the case may be.
 - g. In case if any leave is availed during the notice period, the employee is under an obligation to pay an amount of compensation for such default. Also, the company may as per its discretion extend the relieving date of the employee.
 - h. You shall not relieve your services unless and until the Company serves you a letter in regard to the same.

17. Personal Data

- a. The company holds and will hold certain personal information about you as part of its general employee records. Its records may include, but shall not be limited to your name, address, professional qualification and experiences, performance appraisals, disciplinary details and remuneration details.
- b. The company holds such personal data to use a variety of personnel, administration, employee, work and general business purposes.
- c. Your personal data is held on a confidential basis and access is granted to those persons who may use such data for the purposes set out above.

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- d. You will keep us informed of any change in your residential address, your family status or any other personal particulars/ information relevant to your employment as recorded with the company within 3 working days of such change happening.
- e. In signing this agreement, you consent to have your personal data held and processed by the company.

18. Non-Competition

- a. You shall agree that during the period of your employment with the Company (or any affiliate), you shall not, directly or indirectly, either as a principal, agent, employee, employer, consultant, partner, member, corporate officer or director, or in any other individual or representative capacity, engage or otherwise participate in any manner or fashion in any business that is a Competing Business (as defined below), either in India or in any other place in the world where the Company or any of its affiliates, successors or assigns engages in its business. "Competing Business" means any business, (i) which is related to providing of any Information Technology related services, including but not limited to, software development, quality assurance, testing, implementation, maintenance services and other related services; or (ii) which otherwise competes in any fashion with the business of the Company.
- b. In the event, if you shall have terminated your employment voluntarily or if the Company or its affiliate shall have terminated your employment, following termination of such employment (whether or not such termination occurs during the Term of this Agreement) you shall not, directly or indirectly, either as a principal, agent, employee, employer, consultant, partner, member, corporate officer or director, or in any other individual or representative capacity, engage or otherwise participate in any manner or fashion in any business that is a Competing Business, Client, Associate and/ or Business partners for period of six (6) months

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c. any contradiction to clause 18 shall be a punishable offence.

19. Non-Solicitation

- a. You shall agree that during the period of your employment with the Company or any of its affiliates and during the two years' period after the termination of the employment whether voluntary/ involuntary termination with the company, you shall not solicit or induce,
- b. Any officer, director, employee, agent or consultant of the Company or any of its successors, assigns or affiliates to terminate his/her or its employment or other relationship with the Company or its successors, assigns or for the purpose of associating with any competing business, or otherwise encourage any such person or entity to leave or sever his, her or its employment or other relationship with the Company or its successors, assigns or affiliates, for any other reason or hire any individual who left the employment of the Company or any of its affiliates during the immediately preceding one-year period.
- c. Any clients, investors, financing sources or capital market intermediaries of the Company or its successors, assigns or affiliates or any consultants then under contract to the Company or its successors, assigns or affiliates for the purpose of associating with any competing business, or otherwise encourage such investors, financing sources, capital market intermediaries or consultants, to terminate (or diminish in any respect) his, her or its relationship with the Company or its successors, assigns or affiliates, for any other reason.

20. Protection of Business Interest of the Company

- a. In order to protect the business and interest of the Company, you shall covenant, promise and undertake that you shall not at any time during your employment with the Company and for a period of one (1) year after cessation of your employment, engage, directly or indirectly, whether as owner, promoter, director, shareholder, consultant, retainer, advisor, employee or in any other manner, in any business, conduct or action:

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- That uses any trademark, name or nomenclature used by the Company at any time or any other name that is intended or likely to cause confusion with any name used by the Company; or
- That involves the unauthorized use, disclosure or exploitation of any proprietary or Confidential Information or data of the Company.
- b. You agree and acknowledge that the business of the Company is based on integrity and trust and therefore maintenance of ethical principles and standards of conduct is imperative. Accordingly, you shall never engage in or encourage any disparaging or slanderous acts, comments or remarks against the Company which may result in the erosion of the business interest or the loss of reputation and image of the Company and or its business and affairs.
- c. By conveying your acceptance to the terms and conditions detailed in this employment letter, you agree and acknowledge that the provisions of Clause 20 are reasonable and agreed upon by you for the purpose of protecting the business and goodwill of the Company and that accordingly, these benefits hereof may be assigned by the Company to its successor in title or interest without your consent whatsoever. You also confirm that the payment by the Company of the compensation amount to you constitutes sufficient consideration for you to agree to such conditions of employment.
- d. All other rules and regulations that may apply in your place of work will be available to you immediately after commencement of your employment and you shall duly comply with and adhere to the same. These may be modified from time to time and will be notified to you or by a company-wide memorandum.


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21. Non-Disclosure Agreement

The parties acknowledge entering into a separate Non-Disclosure Agreement relating to the company's proprietary information, annexed and marked as Annexure 2 (Non-Disclosure Agreement). The terms of Non-Disclosure Agreement are incorporated therein by this reference. In the event of conflict between the Non-Disclosure Agreement and this Agreement, the terms providing greater protection to the company and its proprietary information shall be determinant.

22. Amendments

Subject to applicable laws, the company reserves the right to amend its terms and conditions of employment and policies from time to time.

23. Severability


If any provision of this Agreement is held by a court of competent jurisdiction to be contrary to Law, then the remaining provisions of this Agreement, if capable of substantial performance, shall remain in full force and effect. The affected clause shall be replaced by one that most nearly reflects the original intent of the Parties.

24. General

- a. During and following the employment period, you shall indemnify the Company from and against any claim, loss or cause of action arising from or out of your performance as an officer, director or employee of the Company or any of its subsidiaries or in any other capacity.
- b. You shall be bound by the Company policy for the time being in force and as varied from time to time.
- c. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you. You will be personally responsible for your tax

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liabilities and other dues. The Company shall also be entitled to deduct any other sums as may be recoverable from you from time to time.

- d. The terms of this Letter of Appointment detailed above are strictly confidential and should be treated as privileged information between you and the Company.
- e. Subject to availability, surface and/or underground parking spaces can be allocated to you. However, you will have to bear the parking charges as levied by the Building Maintenance Agency.
- f. If any provision of this offer letter or agreement is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.
- g. You hereby consent for the payment of salary/reimbursements by cheque or credit of salary/reimbursements etc. In your account maintained with the Bank.

25. Asset Management

The Company shall be issuing certain assets such as Laptop/Desktop and related accessories to you. These assets shall be the property of the Company at all times and you will not have any right or interest in the said asset except using such asset during the employment or for such duration as may be decided by the Company. You must ensure that the asset is being used only for official purposes and in the course of the rightful discharge of your duties and not for generating, transmitting, corresponding any content that is contrary to Company policies. This may lead to you being subject to disciplinary or any other appropriate action as per Company policies. The physical security of Company provided laptops is your personal responsibility. You are therefore required to take all reasonable precautions, be sensible and stay alert to the risks. The Company shall bear expenses for assets maintenance and repairs arising out of the normal wear and tear. However, in the event of any damage to the assets arising out of the negligence, misuse or abuse by you, you shall be solely liable to

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make the payment for all the expenses arising therefrom. The Company shall have the right to reclaim such expenses and deduct the same from your monthly salary,

26. Governing Law and Dispute Resolution

- a. This letter of employment shall be construed and governed according to the laws of India and the Courts of Gurugram shall have sole jurisdiction whether they be civil courts, labour courts, industrial tribunals or any other courts or authority of whatsoever nature.
- b. The parties submit all their disputes arising out of or in connection with this Agreement to the exclusive jurisdiction of the Court of Gurugram, Haryana.

27. Commitment Agreement

It is hereby agreed that the employee will not resign or leave the company on his own for at least a period of two years from the date of joining. In case the employee does so, he/she shall be liable to compensate the company with a total of three months salary being drawn by the employee at the time of separation as means of compensation for the loss and expenses suffered by the employer in the training of the employee.

***Not applicable for the employees not employed on bond.**

Signature of the employee

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28. Entire Agreement

This Letter of Appointment and Agreement constitutes the entire understanding relating to your employment with the Company and supersedes all the prior agreements, written or oral with respect to your employment by the Company.

We hope that you will find the foregoing terms acceptable. You are requested to indicate your acceptance to these terms and conditions and thereby accept this letter of Appointment by signing and dating the same.

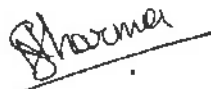
Yours faithfully



Authorized signatory

Acceptance

I have read, understood and agreed to accept the employment with the company and above-mentioned contents of this contract and its appendices that collectively represent my terms and conditions of my employment with the company, and agree to abide by the same.



Signature of employee

Nitesh Sharma

Date:

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ANNEXURE 2

NON DISCLOSURE AGREEMENT

This **Non-Disclosure Agreement** (hereinafter the “**Agreement**”) is made at Gurugram on **2nd May 2022** (Effective Date)

BETWEEN

Think Future Technologies Private Limited, company incorporated under the provisions of the Companies Act, 1956, having its office at First Floor, AIHP Tower 249G, Udyog Vihar, Phase-IV Gurgaon 122015, Haryana, India (hereinafter the “**Company/TFT**” which expression shall unless repugnant to the subject or the context mean and included its successors, nominees or assigns)

AND

Nitesh Sharma, an individual resident of A-16 Street No. 3 Aali Vihar, Sarita Vihar, New Delhi-110076 (hereinafter the “**Employee**”)

Company/TFT and **Employee** are individually referred to as “**Party**” and collectively referred to as “**Parties**”.

NOW, THEREFORE IN CONSIDERATION OF THE PREMISES SET FORTH HEREIN THE PARTIES AGREE AS FOLLOWS:

1. CONFIDENTIAL INFORMATION AND PROTECTION OF CONFIDENTIAL INFORMATION.

- i. Confidential Information. For the purpose of this Agreement, the term “Confidential Information” means all information, oral or written and whether labelled as confidential or

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not, that is not generally known and which is obtained, learned, discovered, developed, created or conceived by the Employee during the Term of the employment from the Company or any Company affiliate. The term Confidential Information shall include, but shall not be limited to:

- a. Technical Information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs, research projects, discoveries, algorithms, product information, research and development information, notes, ideas, design, analyses, compilations, studies, training materials and other business documents;
 - b. Technical know-how, trade secrets, trademarks, trade design, patent, copyright and other intellectual property rights; and
 - c. Business Information: pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans, gross profit margins, selling strategies, customer lists, customer information, supplier lists and information, distributors lists and information, the fact and content of the communications and discussions between the Company and the Employee relating to provision of services.
 - d. Confidential Information shall also include any other information of the Company which is to be kept confidential.
- ii. Confidential Information does not include any information which:
- a. was lawfully in the possession of the Employee at the time of disclosure to the Employee and which the Employee acquired otherwise than from the Company;
 - b. was otherwise generally known in the public domain at the time of disclosure to the Employee;

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- c. become generally known in the public domain other than as a result of the breach of this Agreement by the Employee;
 - d. is required to be disclosed by law or regulation provided that the Employee requests confidential treatment of such Confidential Information to the extent permitted by law, when requested or required by any court of competent jurisdiction or when required by the laws or regulations of any competent jurisdiction; or
 - e. is independently developed by the Employee without the use of or reference to the Confidential Information.
- iii. Obligation to Protect Confidential Information: The Employee, during the Term of this Agreement and any time after the termination of this Agreement, irrevocably undertakes for the benefit of the Company that:
- a. the Confidential Information will be kept safe in a secure place and properly protected against theft, loss and unauthorized access. Employee will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other Confidential Information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter;
 - b. the Confidential Information will be treated as confidential and Employee shall limit the disclosure to the maximum extent possible and Confidential Information will not, without our prior written consent of the Company, be disclosed by the Employee to any other third party, except as required in the lawful performance of Employee's duties to the Company; and
 - c. The Employee acknowledges that the Confidential Information and any Company and shall remain the Company's sole property and its disclosure shall not confer on the Employee any

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rights over the Confidential Information whatsoever. On the Company's written request, the Employee shall use reasonable endeavors to return to the Company the Confidential Information in whatever form in the Employee's possession, and the Employee shall delete and remove all Confidential Information from any database or document retrieval system into which it may have been placed.

- iv. Notwithstanding the provisions of Section iii above, Employee may disclose Confidential Information of the Company pursuant to a request or order made pursuant to applicable law, regulation or legal process, provided that (i) the Employee gives the Company prompt notice of such request or order so that the Company has ample opportunity to seek a protective order, confidential treatment, or other appropriate remedy to such request or order, (ii) the Employee provides the Company with all reasonable assistance (at the Company's expense) in opposing such required disclosure or seeking a protective order or confidential treatment for all or part of such Confidential Information, and (iii) the Employee discloses only such portion of the Confidential Information as is either permitted by the Company or required by the court, tribunal, governmental agency or other authority, subject to any protective order or confidential treatment obtained by the Company.
- v. Upon cessation of the employment of the Employee or any time on the written notice to the Employee the Company can procure either (i) the return to the Company, of all Confidential Information held by the Employee (without keeping any copies, extracts or other reproductions thereof, except as required by any applicable law or regulation) or (ii) (except as otherwise required by applicable law or regulation) the destruction of the same and, in either case, Employee will, on written request, provide the Company with a declaration made after due and careful enquiry and signed by a duly authorized officer certifying that the Employee has complied with its obligations under this clause.

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2. WORK PRODUCT

- i. **Original Development:** Employee represent and warrants to the Company that all the work that is performed by the Employee on behalf of the Company and the clients, and all work products that is produced, including but not limited to software, documentation, ideas, designs, inventions, processes, algorithms, etc., ("Work Product"), will not knowingly infringe upon or violate any patent, copyright, trade secret, or other Intellectual Property right of any of the former employers or of any other third party.
- ii. **Disclosure:** Employee will promptly disclose to the Company all Work Product developed by the Employee within the scope of employment with the Company or which relates directly to, or involve the use of, any Confidential Information, including but not limited to all software, concepts, ideas and design, and all documentation, manuals, letters, pamphlets, drafts, and other writings or tangible things of any kind.
- iii. **Copyright Ownership:** Employee acknowledges and agrees that all Work Product which is made by the Employee (solely or jointly with others) within the scope of employment and which is protected by copyright is being created at the instance of the Company and is 'work made for hire'.
- iv. **Assignment of Work Product:** Employee shall assign to the Company all of Intellectual Property rights, title and interest in and to all Work Products prepared by the Employee, Whether patentable or not, made or conceived in whole or in part by an Employee within the scope of employment by the Company, or that relates directly to, or involves the use of Confidential Information. Employee will execute all documents reasonably requested by the Company to further evidence the foregoing assignment and to provide all reasonable assistance to the Company (at the Company expense) in perfecting or protecting and or all of the Company's rights in the Work Product.

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Director

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27, KP-III, Greater Noida-201306



CIN:(U72900HR2012PTC045537)

- v. Existing Intellectual Property of Employee: Employee acknowledges that any existing intellectual property owned by the Employee at the Date of Joining should be disclosed to the Company. The Employee further warrants that any Work Product developed by the Employee for the Company during the term of their employment, incorporating such intellectual property would be considered work made for hire and Employee shall assigns to the Company all of intellectual property rights, title and interest in and to all such Work Products prepared by the Employee.

3. THIRD PARTY INFORMATION

Employees shall recognize that Company may receive and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on Company part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of my employment and thereafter, the Employee will not disclose such confidential or proprietary information to anyone except as necessary in carrying out work for the Company and consistent with Company's agreement with such customers or third parties. Employees will not use such information for the benefit of anyone other than Company or such third party, or in any manner inconsistent with any agreement between Company and such third party.

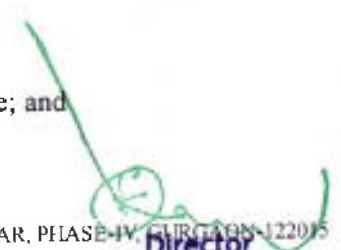
4. UNAUTHORISED SYSTEM ACCESS AND SOFTWARE

- i. Employees have a responsibility to ensure that computerised data is accurate and kept secure. Accordingly, Employee shall ensure not to disclose personal data without written authority of the Company not to access information or systems not directly relevant to your job responsibilities;

- not to treat any personal data carelessly;
- to lock all printouts away in opaque storage when not in use; and

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- not to disclose your computer password to any unauthorized person.
- ii. Non-compliance with the above is a serious offence and can result in Employee's prosecution.
- iii. Use of unauthorised software on any company equipment or the use of authorised software on any personal or non-company equipment is forbidden. In addition, unauthorised access (or attempt to access) of any data maintained on computer systems is forbidden.
- iv. The use of unauthorised software or breach of above mentioned policy, without the express prior approval of senior management, will be considered as gross misconduct by an Employee and a material breach of Company regulations resulting in disciplinary action against the Employee for which the Employee shall be liable.

5. TERM

The Employees obligation to protect Confidential Information as defined in this Agreement shall continue throughout the term of the employment with the Company and remain in effect after the termination of Employee's employment.

6. INJUNCTIVE RELIEF

The Employee agrees that the Company may be irreparably harmed by any breach by the Employee of the provisions of this Agreement and that damages alone may not be an adequate remedy for such breach and, accordingly, without prejudice to any other rights or remedies that the Company might have, the Company shall be entitled, without proof of special damage, to the remedies of injunction, specific performance, monetary relief and other equitable relief for any threatened or actual breach by the Employee of the provisions of this Agreement.

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7. GENERAL TERMS

- i. **Governing Law and Jurisdiction:** This Agreement and our respective rights and obligations shall be governed by, and construed in accordance with, the laws of India and the parties irrevocably submit to the non-exclusive jurisdiction of the Courts of Haryana.
- ii. **Non-Waiver:** No failure or delay by either party or time or indulgence given in exercising any remedy, right, power or privilege in relation to this Agreement shall operate as a waiver of the same nor shall any single or partial exercise of any remedy, right, power or privilege preclude any further exercise of the same or the exercise of any other remedy, right, power or privilege.
- iii. **Assignment:** The Employee shall not be entitled to assign the benefit or the burden of any provision of this Agreement to any third party without our prior written consent of the Company.
- iv. **Notices:** Notices and other communications required or permitted pursuant to this Agreement, shall be in writing and shall be delivered personally, or by speed post or by mail, or sent by confirmed facsimile transmission to the other party, or by use of professional overnight courier service, at the addresses set forth above.
- v. **Prior Employment:** Employee should not be subject to any restrictive covenant resulting from any previous employment or engagements with any other employers that effect Employee's ability to perform the job or meet any condition of this Agreement.
- vi. **Non Solicitation:** All the employee deployed either at TFT's client location or base location shall not join the TFT's clients company through direct or indirect means while being employed with TFT and 1 (one) year post termination of his/her employment with TFT.
- vii. **Client Promotion:** During his/her employment at TFT, the employee shall communicate to TFT any likely business opportunity, resource requirement and/or any other information of past, present and possible clients that can affect TFT. In addition to it the employee is under

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27, K.P. Singh, Gurugram, Haryana



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an obligation to restrict himself/herself from sharing/communicating any details of clients externally via his/her social media, word of mouth and/or any medium whatsoever.

8. NO REPRESENTATION OR WARRANTY

- i. The Company does not accept responsibility or liability for, or make any representation, statement or expression of opinion or warranty, express or implied, with respect to, the accuracy or completeness of the Confidential Information or any oral communication in connection therewith unless and save to the extent that such representation, statement, expression of opinion or warranty is expressly incorporated into any legally binding contract between the parties.
- ii. The Company is under no obligation to provide access to any Confidential Information or to update, or correct any inaccuracies which may become apparent in the Confidential Information disclosed unless and save to the extent that such Confidential Information is the subject of or relates to a representation, statement, expression of opinion or warranty that is expressly incorporated into any legally binding contract between the parties.

Director



CIN:(U72900HR2012PTC045537)

IN WITNESS WHEREOF each of the Parties hereto has duly executed this Agreement as of the date and year first above written

Accepted and Agreed

For Think Future Technologies Private Limited



(Authorised Signatory)

Date: 2nd May 2022

Accepted and Agreed

Employee

(Signature)

Date: 2nd May 2022



CIN:(U72900HR2012PTC045537)

ANNEXURE 3

MATERNITY LEAVE POLICY OF TFT

Think Future Technology Private Limited ("TFT") is taking progressive steps to assist employees during significant life events through company-paid time for maternity leaves. These leave benefits are intended to allow employees paid time off to bond with their child before returning to work.

These policies are available to eligible **TFT female employees** only.

1. TFT MATERNITY LEAVE

1.1 ELIGIBILITY

- a. TFT's female employee who:
 - i. delivers a baby (i.e. birth mother), or
 - ii. legally adopts a child below the age of 3 months (i.e. adoptive mother), or
 - iii. is a commissioning mother. Commission mother means a biological mother who uses her egg to create an embryo implanted in any other woman.
- b. The female employee is required to work for at least a period of 80 days in the past 12 months with TFT, to be eligible to avail the benefit under this policy.

1.2 MATERNITY LEAVE

- a. Any female employee having less than two surviving children will be entitled to 26 (twenty-six) weeks of maternity benefits of which not more than 8 (eight) weeks shall precede the date of her expected delivery.



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- b. A female employee having two or more surviving children shall only be entitled to 12 (twelve) weeks of maternity benefit of which not more than 6 (six) weeks shall be taken prior to the date of the expected delivery.
- c. A female employee who adopts a child below the age of 3 (three) months, or a commissioning mother will be entitled to Maternity Benefit for a period of 12 (twelve) weeks from the date the child is handed over to the adopting mother or the commissioning mother as the case maybe.
- d. Maternity benefit rate is 100% of average daily wage as defined under the Act.
- e. The twenty-six (26) and twelve (12) calendar weeks are inclusive of rest days, off days and public holidays.
- f. Maternity Leave generally begins on the date requested by an eligible employee and must be taken continuously upon the birth or adoption of the child.
- g. To minimize business disruption, after availing the Maternity leave, employee cannot take any additional time off immediately, except in case of any medical emergencies.
- h. It is mutually agreed between the parties that the employee shall be required to serve for a period of One(1) year after availing the maternity leaves failing which she shall be liable to compensate the company with a total of three months gross salary being drawn by the employee at the time of separation as means of compensation for the loss and expenses suffered by the employer in the training of the employee.

1.3 OTHER LEAVES

- i. Miscarriage leave – In the event of miscarriage, a female employee, on production of medical certificate to that effect will be entitled to leave with wages at the rate of maternity benefit, for a period of six weeks immediately following the day of her miscarriage.

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- ii. Illness arising out of pregnancy leave - The Act provides for extended Maternity Leave in case of illness arising out of pregnancy, delivery, premature birth of child

This leave is in addition to the period of absence allowed to woman under the Act.

In such cases the woman, subject to production of prescribed proofs, is eligible to a maximum of one month (30 calendar days) leave in addition to the Maternity Leave.

A certificate from a registered medical practitioner, must support any extension of leave beyond the Maternity Leave on medical grounds.

This leave can be taken during pregnancy or after delivery of the child. It does not need to be taken consecutively with the Maternity Leave. If taken after the delivery of the child, this leave must be taken before the child turns one year of age.


As per Section 10 of the MBT Act, 1961, this leave can only be availed based on the medical condition of the mother.

- iii. If a female undergoes a tubectomy operation then on production of proof supporting her contention, she'll be entitled to leave with wages at the rate of maternity benefit for a period of two weeks immediately following the day of her tubectomy operation.

2. INITIATING MATERNITY , AND RETURNING TO WORK

- a. You must inform the HR department as soon as practical, before starting your maternity leave. You should provide as much notice as possible to give your manager more time to plan for your absence.
- b. You should work out an arrangement with your manager on how and when you intend to take the leave.
- c. In case of emergency, you (or a representative) must notify your manager or Human Resource as soon as practical.

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- d. You can submit your application for maternity leave on the leave tracking tool/HCMengine along with your doctor's certification of the expected date of delivery or relevant document for adoption, at least 30 days before the start date of your maternity leave.
- e. You should contact your manager and human resource department no later than 5 working days prior to the scheduled end date of your leave to confirm your return to work date. If there are any changes to the scheduled date, you must notify your manager and Employee Resource Center of the new return to work date as soon as possible.

3. GENERAL

- a. Additional documentation and certification may be required for verification purposes.
- b. Employees who fail to return within five days of the specified return to work date, accept other employment (including self-employment) for compensation while on leave, or are found to have falsified any information about the leave, including dates and reasons for the leave, will be considered grounds for termination.
- c. To review the statutory requirement, click below:

https://labour.gov.in/sites/default/files/The%20Maternity%20Benefit%20Act%2C%201961_0.pdf

<https://labour.gov.in/sites/default/files/Maternity%20Benefit%20Amendment%20Act%2C%2017%20.pdf>



AJATH INFOTECH PVT LTD

To,

Vainisha Jain,
Dated:- 23-Aug-2021,

Subject:- Offer Letter To Vainisha Jain

Dear Vainisha Jain,

The purpose of this letter is to inform that you has been selected for the positionof **UI/UX Developer Trainee** at 10000/- (INR) Per month as a stipend in our Company, Ajath Infotech Pvt. Ltd. We are excited to have you as a part in our team.

We take the privilege to inform you that your employment will start from **3rd-Jan-2022**
However, the expected date of joining decided by the company is liable to change upon the request of the employee. Please revert with a return reply via email confirming your acceptance for this offer.

Package offered:

- INR 10,000/- stipend for 6 months internship
- Salary will be increment upto INR 3-4 LPA after 6 month as per performance.
- BOND : 18 months after internship

Cheque needs to be submitted:

- INR 100(submitted in company account & will be return back with stipend)
- INR 1.5 Lac which will return back after 24 months.

NOTE:

- The cheques(1.5 Lac or 100 rupee cheque) need to submiteed at the time of your joining.
- Your Performance will be review after 45 days.
- You will need to carry your own Laptop at the time of your joining and will be using your own laptop during internship.

Office Timings:- 9:30am - 6:30pm

Work Days:- Monday - Friday

Looking forward to have you on board as part of team .

Thanks
HR Manager and Team



Haicheng Mobile (India) Private Limited

(Formerly known as Haicheng Vivo Mobile (India) Private Limited)

CIN: U74140DL2014PTC271485

Phone No - 011-40612747

E-mail - haichengmobile@haichengglobal.com

www.vivoindia.in

Date: 14, March 2021

Emp ID: TR0013

TRAINING LETTER

Sumit Kumar Rai

Delhi

Dear Sumit,

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 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 6 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, 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. 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




Director
Bhattacharya Group of Institutions
77, KP-III, Greater Noida

GST NO .05AB0FA9273E1Z9

Gaurav Aneja:-9068827337

ASA AUTOMOTIVE

Opp. Riddhi siddhi , Post – Transit Camp,Rudrapur, U. S. Nagar, Uttarakhand

DT :- 01.02.2022

Sushmita Haldar

Email: sushmitahaldar100@gmail.com

Intern letter No : 0142

Dear sushmita,

We are Pleased to offer you the position of **Accounting Intern** at **ASA Automotive**. We believe that you will contribute your skills and experience to the growth of our **Organization**.

Your Joining Date is confirmed as 02-02-2022 as per the following terms and Conditions:

- You are entitled to the salary of INR 18,000 per month.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of Educational Qualification Certificates, Pan Card, Adhaar Card, Previous Employment Certificates (if required), 2 Passport Size Photographs.

You will need to join the office at Rudrapur Location.

Your working hours start from 9:00 AM to 5:00 PM and you are scheduled to work through Monday to Saturday.

Regular performance reviews will be done to assess your suitability. You shall receive your compensation on the 10th of every month.

We look forward to a successfull experience with you.



Devashish Biswas

Accounting Manager

Cont. No:-8920651773

ASA Automotive

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

Email Id. – dev62745@gmail.com

Opp. Riddhi siddhi, Post – Transit Camp, Rudrapur, U. S. Nagar, Uttarakhand-263153



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)

CIN No.U29309HR2019PTC078555

INTENT LETTER

16th March'2022

Dear Mr Sudhir Kumar Melito S/o Sh. Om Prakash Melito,
96A, Sharnik Kunj,
Sec - 93, Noida, UP

With reference to our meeting and subsequent discussion you had with us, we are pleased to issue you this letter of intent as an Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before March 21, 2022 (Monday) as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- > Proof of your academic (D.O.B. certificate) and technical qualification
- > Six recent passport size colored photographs
- > Photocopy of Pan Card & Aadhar Card
- > Cancelled Cheque
- > Medical Fitness Certificate from a MBBS doctor

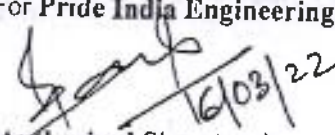
The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)

(Acceptance Signature)


Director

Office & Work : Plot No 59, 63, 72, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India
Telephone : 0124-4075021, 4052608

E-mail : info@prideindiaengineering.com, marketing@prideindiaengineering.com

Date :- 09/09/2021
Name :- Sudhakar Pandey
Location :- GURUGRAM

Subject: - Offer Letter for Fixed Term Contract Assignment

Dear Associate : Sudhakar Pandey

Congratulations on your new assignment with **GI Staffing Services Private Limited (GISSPL)**.

As per our discussions, we are pleased to offer you the position of **Associate SCM**. In this regard, you will be based at **GURUGRAM** Location and you will be deputed at our esteemed client **Jindal Steel and Power Limited** on a Fixed Term contract basis.

The Details of the Offer of Employment are given below & details of Compensation Structure is mentioned in Annexure A

Start date of Assignment : 13/09/2021
End Date of Assignment : 12/09/2022
Monthly CTC : 23333
Monthly NTH : 19258

As discussed, the broad terms of this contract employment offer are set out hereinafter;

- The formal letter of Appointment will be issued at the time of your joining the Company.
- Your contract employment with the company shall come to an end as per the assignment end date mentioned above or on the date when GISS's services agreement with the Client comes to an end whichever is earlier.
- You will not claim any lien on employment with our Client during or after your employment with GISSPL or the Client.
- You are requested to submit the mandatory documents prior to or at the time of your joining, which will be communicated by our branch spoc via SMS or email.
- Your compensation package shall be as per the enclosed Annexure A.

Appointment letter and other terms and conditions of your Fixed Term Contractual Employment will be shared post your acknowledgment and acceptance of this offer letter. This Offer Letter is valid only till you are issued your appointment letter by **GI Staffing Services Pvt. Ltd.**

Kindly send duplicate copy of the offer letter duly acknowledged and accepted within 7 days of the start date, failing which the offer shall stand withdrawn automatically.

For **GI Staffing Services Pvt. Ltd.**



Authorized Signatory

READ AND ACCEPTED

Name : Sudhakar Pandey

Aadhaar No : 654240870098

GI Staffing Services Pvt. Ltd. | Founding Member of "Indian Staffing Federation"
Corporate Office: World Trade Tower, Tower-B, Unit 503, 5th Floor, Sector 16, Noida, Uttar Pradesh – 201301
Tel: 91 -120-4510900 | Fax: 91-120- 4209775
Registered Office: F-103, Ashish Complex, Mayur Vihar Phase 1- Delhi -110091
CIN: U74910DL2009PTC187065 | Website: www.gigroup.co.in | E-mail: enquiry.in@gigroup.com
Noida | Ahmedabad | Bengaluru | Chandigarh | Chennai | Gurugram | Hyderabad

Director 1/2
Dronacharya Institute of Institutions
27, KP-III, Greater Noida-201306


Annexure A



GI Staffing Services Pvt. Ltd.	
Particulars	Amount
BASIC PAY	15000
HOUSE RENT ALLOWANCE	5100
BONUS	983
Monthly Gross Salary (A)	21083
Less PF 12% Employee	1800
LWF Employee	25
Total Employee Contribution (B)	1825
Monthly Net Pay (A-B)	19258
Employer Contribution to Provident Fund	1950
Employer Contribution to LWF	50
INSURANCE	250
Total Employer Contribution (C)	2250
Monthly CTC (A+C)	23333

READ AND ACCEPTED

Name : Sudhakar Pandey
Aadhaar No: 654240870098
PAN No : ERUPP0809R
Email ID : sudhakardued@gmail.com
Mobile No : 9354225208


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

GI Staffing Services Pvt. Ltd. | Founding Member of "Indian Staffing Federation"
Corporate Office: World Trade Tower, Tower-B, Unit 503, 5th Floor, Sector 16, Noida, Uttar Pradesh – 201301
Tel: 91 -120-4510900 | Fax: 91-120- 4209775
Registered Office: F-103, Ashish Complex, Mayur Vihar Phase 1- Delhi -110091
CIN: U74910DL2009PTC187065 | Website: www.gigroup.co.in | E-mail: enquiry.in@gigroup.com
Noida | Ahmedabad | Bengaluru | Chandigarh | Chennai | Gurugram | Hyderabad | Kolkata | Mumbai | Pune

• A P T I V •

21st March 2022

Mr. Sudhakar Pandey
RZ 89/Shiv Purl, Part 1
Gali No 7, Goyla Mode
Deenpur, Najafgarh
New Delhi - 110043

LETTER OF INTENT

Dear Sudhakar ,

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our organization as:

- Designation : Graduate Engineer Trainee
- Department : Production Control & Logistics

Your initial work of place will be at our facility in Dharuhera, Haryana, India. Your services, based on job requirements, are liable to be transferred to any of our other Plants / Units / Divisions / Associate Concerns whether in existence or planned in future, within India or abroad.

During the Training Period of One Year you will be paid a stipend of INR, 36,000/- (Thirty Six Thousand Rupees per Month Only).

You are required to join the company on or before 1st April 2022. If this presents any concern/s, please let us know at your earliest convenience. If you are able to commence at an early date, we would be very delighted.

At the time of joining, you should bring the following documents:-

- Photocopies of Date of Birth, Educational Qualifications and other related certificates.
- Five recent passport size photographs.
- Aadhaar Card Copy
- Acceptance of resignation letter, relieving letter and service certificate.
- Photocopy of PAN Card. In case you have not been allotted a PAN Number, please submit acknowledged copy of the application form, or apply for a PAN Number on an immediate basis.

You will be placed on a probationary period of six months, during which time your performance will be regularly reviewed with you.

No other remuneration/benefits other than stipend would be payable/applicable unless specified by a separate written order or unless specifically applicable to your category of personnel.

Kindly sign the duplicate copy of this letter as a token of your having accepted this offer.

A detailed letter outlining the terms and conditions of your appointment will be issued to you on your joining us and complying with the above joining formalities as per rules of the company.

Sincerely,

For Aptiv Components India Pvt. Ltd.

Lokesh Kaushik
Senior Human Resources Manager – EDS India

I accept the above offer with the stipulated conditions. I shall be joining my duties on or before.....

(Sudhakar Pandey)

Aptiv Components India Private Limited (CIN: U74899DL1995PTC067296)

(Formerly Delphi Automotive Systems Private Limited)

Plot No.7, Industrial Area, Dharuhera, Haryana (122106), INDIA

Tel: + 91 1274 277500 Fax: +91 1274 277514

Registered Office: P – 24 Green Park Ext., New Delhi 110 016 INDIA.

Director

Dronacharya Group of Institutions
37, KP-III, Greater Noida-201306

Ms. Shivani Dwivedi
G-75, Alpha 2, Greater Noida,
Uttar Pradesh - 201308.

Offer for Employment with Softline Services India Pvt. Ltd.

Dear Shivani,

This is with reference to your application for employment and subsequent interviews you have had with us, we are pleased to offer you the position of **Cloud Analyst - Trainee**, reporting to **Project Manager**. Your date of joining will be on or before **July 1st, 2022**.

You will be appointed as a **Trainee** for initial 6 months and during this period your monthly gross will be **Rs. 27,084/-**.

After 6 months you will be confirmed as a **Cloud Analyst** based on your performance evaluation and your annual Total cost to Company (TCTC) will be **Rs. 379,171/- (Rupees Three Lakhs Seventy-Nine Thousand One Hundred Seventy-One Only)** of which **Rs. 29,167/- (Rupees Twenty-Nine Thousand One Hundred Sixty-Seven Only)** will be performance linked bonus component paid annually, all subject to standard and statutory deductions. Softline provides a Flexi-pay structure, which enables you to structure your Fixed CTC based on the components provided by Softline, on the date of joining. The breakup of Gross Earnings which includes allowances and perquisites is detailed in the Annexure I.

As a part of Softline Group policy, you have to sign an NDA with Softline and will be binding on you as per the tenure clause of such agreement. The bond period of 36 months will be applicable from the start of your joining date.

You will be required to join at **A-13A, 5th Floor, Graphix Tower, Sector 62, Noida - 201301, Uttar Pradesh, India** and report to **Ms. Sumitha Naidu** to complete the joining formalities. Please submit the following documents before the date of joining for our official employment.

- Copies of all Educational and Professional certificates mentioned in the CV
- Copy of Address Proof (e.g. Ration Card, Electricity Bill, Phone Bill, Passport)
- Copies of Appointment, Latest increment / promotion, relieving and experience letters for the current employer
- Last three months' salary slip of current employer
- Three Passport sized photographs
- Copy of PAN Card

Your offer has been made based on information furnished by you. Any discrepancy found in the copies of documents, certificates or reference check; the company retains the right to revoke the offer of employment.

The appointment letter will be issued to you after completion of all the joining formalities & submission of all the necessary documents.

This offer is valid till **October 19th, 2021** or on receipt of your acceptance or non-acceptance of this offer whichever is earlier.

We are excited about the challenges and opportunities ahead of us and look forward to you being part of a dynamic team, which leads the company through the path to success. I wish you well and look forward to having you on board. As a token of your acceptance, you are requested to sign the duplicate copy of this letter.

Yours sincerely,



Vinod Nair,
Managing Director - India

I confirm and accept the same
Shivani Dwivedi

Director

Annexure I: Salary Breakup Sheet (All figures are in INR)

Fixed Salary Breakup (A)	Monthly	Annually
Basic Salary	14,584	175,002
House Rent Allowance (HRA)	7,292	87,501
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Other Allowance	1,183	14,201
Education Allowance	-	-
Car Allowance (Optional)	-	-
Sodexo (Optional)	-	-
LTA*	1,458	17,500
Total Fixed Salary (A)	27,367	328,404

Statutory Benefits & Bonus Components (B)	Monthly	Annually
PF Contribution Employer	1,800	21,600
Annual Bonus (KPI Based Performance Linked Component)	-	29,167

Total Cost To Company (A)+(B)	29,167	379,171
--------------------------------------	---------------	----------------

* Tax benefit will be as per production of supporting documents.

** Other Statutory and employer deductions as applicable.



Director

Director's Office of Institutions

You will be eligible for a Performance Increment as per the formalized process for the first 3 years of your employment, as per the guidelines of Performance review cycle of the company, depending on individual and company performance.

****The Performance Increment Mechanism is subject to changes solely at Managements Discretion.**

Career Growth Trajectory

Year	Total CTC
Initial 6 months	3.25 Lakhs
After 6 months	3.79 Lakhs
1 st Year	4-6 Lakhs
2 nd Year	6-8 Lakhs
3 rd Year	8-10 Lakhs

I confirm and accept the above.



Shivani Dwivedi



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Date: 4th December 2021

Dear Shivani Dwivedi,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. Your total CTC will be **Rs 3 Lakhs** per annum (Three Lakhs Rupees Per Annum). 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 **5 December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5 December 2021**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

A Cloud Computing Solution Company

Annexure 1

Compensation Break-down		
Name	Shivani Dwivedi	
Designation	Quality Analyst	
Grade		
Department	Professional Services	
Cost to Company	3 LPA	
Components	PM	PA
Basic	10000	120000
HRA	5000	60000
Leave Travel Allowance	0	0
Statutory Bonus	833	9996
Special Allowance	6167	74004
Fixed Component	22000	264000
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	0
Joining Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	23200	278400
Total CTC	25000	300000

A Cloud Computing Solution Company

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

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)

A Cloud Computing Solution Company



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.
- 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.

This is a digitally produced letter no physical signature is needed.

A Cloud Computing Solution Company

27th December 2021

Dear Shivani,

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **27th December 2021** and you will report to us on **3rd January, 2022** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

- a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
- b) Usage of profane, vulgar, or abusive language.
- c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
- d) Consistent interruptions in a rude and sarcastic manner with client.
- e) Unauthorized release of confidential information.
- f) Inappropriate fraternization with clients.
- g) Coming to work intoxicated or any disciplinary issues on the floor.
- h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
- i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15000 (Fifteen Thousand only)** per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.

The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 6 months or until the submission of your final year degree and provisional degree whichever is later. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be in the range of **INR 5,40,000 (Five Lacs forty Thousand Only) to INR 6,00,000 (Six Lacs Only)** depending on your performance in the training period.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the date of joining and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **3rd Jan, 2022, Monday**

Sincerely,



Priyanka Gubrelle
Assistant Vice President - Human Resource
Gemini Solutions Private Limited

ACCEPTED AND AGREED:

Shivani Dwivedi

Signature: _____

Date: _____



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Wipro Offer Letter

Inbox



Wipro offer letter Jan 21



to me ▾

January 21, 2022

Dear Smita Singh,

Congratulations! We are pleased to offer you the position of **Project Engineer** at **Wipro**.

Please click on the below link to review and accept your **offer letter** at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone



Xceedance Consulting India Private Limited

Date: 12-FEB-2022

Dear Jaspal

OFFER OF APPOINTMENT

We enjoyed our recent discussions with you and thank you for participating in our selection process. We are pleased to extend you an offer to join us at Xceedance.

You will be on Internship period starting from 14-Feb-2022 till Jul-2022. During this internship period, you will be designated as an Associate Quality Analyst and will be paid a stipend of INR 15,000 per month.

Kindly sign and return the duplicate copy of this letter in token of having accepted the above offer.

At Xceedance people come first. Our training and development programs are focused on people growth and will help you develop and explore newer skills to bring out the best in you.

We build engaged and motivated teams – Challenge and diversity are a part of our dynamic and interactive environment, which makes each day new and exciting. We strive to introduce new experiences into our work life through our fun at work initiatives, and social activities inside and outside our organization.

Yours faithfully,
For Xceedance Consulting India Private Limited

Parul Singh
Vice President - Human Resources

Director

Donacharya Group of Institutions
27, KP-III, Greater Noida-201306



Offer Letter | Effectual Services |



Confidential Inbox



Parul Arora 4:19 pm
to me, Meetika, Meenal ▾



Hi Abhishek,

Hope you are having a good day!!

Further to your discussion with us, we are pleased to extend an offer of employment towards you and your joining date will be **January 17, 2022** & your reporting time will be **9:00 AM**. Your work location will be our **NOIDA office (Address: A- 05, NSEZ, Noida Phase II, Noida- Dadri Road, Noida, Uttar Pradesh- 201305)**.

You are requested to send us following by Monday EOD for further process:

• Acceptance of this Offer

You are also requested to provide us soft copy of below mentioned documents for further process and to carry hard copy of the same on the date of joining:

1. 7 Passport Size Photographs
2. PAN Card
3. Aadhar card
4. Voter's ID card
5. Passport
6. 10th Degree and Marksheets
7. 12th Degree and Marksheets
8. Relieving letter/ Experience Letter from the current/last company you are working in.
9. Last 3 months' salary slips
10. Last 3 months bank account statement in which salary was credited.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



Offer: Computer Consultancy
Ref: TCSL/DT20218173519/Delhi
Date: 20/12/2021

Mr. Aditya Kumar
Sudhir Kumar Rajapur Kutti Gali Ward Number-22 Ps- Skpuri, Palna-800001Rajapur Post-Gpo, Ps-Skpuri
Rajapur,
Patna-800001,
Bihar.
Tel# 91-9110162430

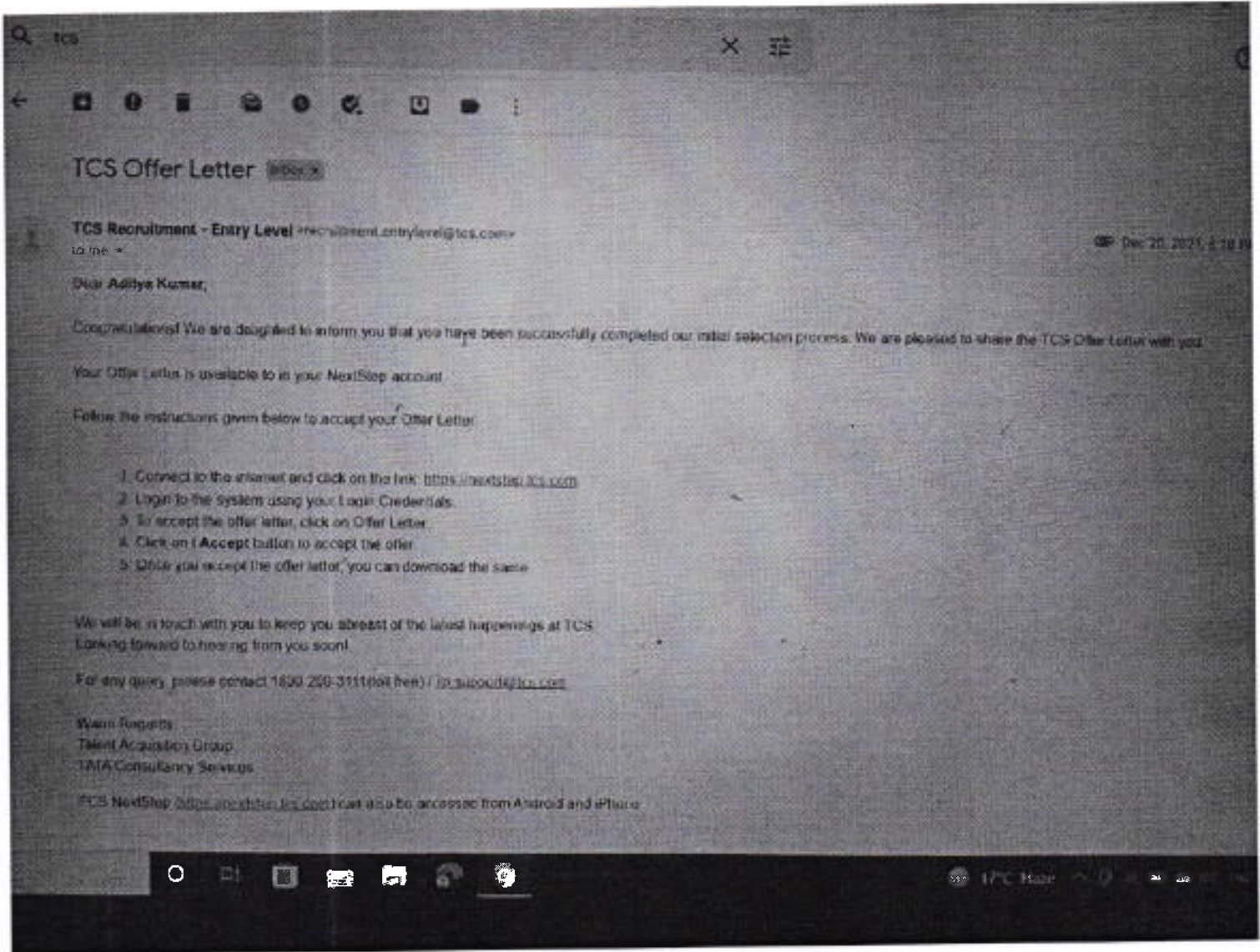
Dear Aditya Kumar,


Sub: Letter of Offer

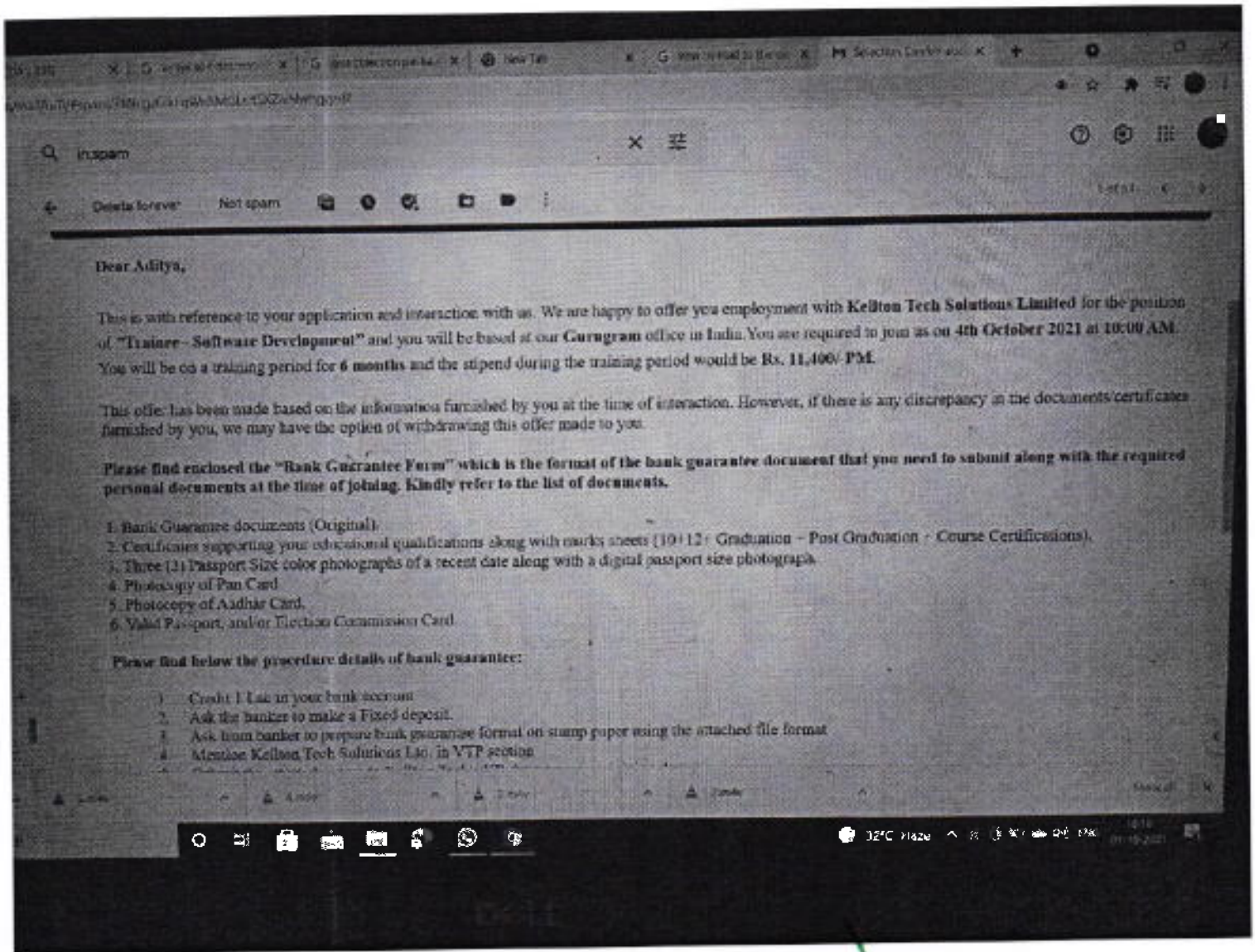
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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


Director
Dronacharya Group of Institutions
27, W.P.O. Road, ...




Director
Brahacharya Group of Institutions



Dear Aditya,

This is with reference to your application and interaction with us. We are happy to offer you employment with **Kelton Tech Solutions Limited** for the position of "Trainee - Software Development" and you will be based at our Gurugram office in India. You are required to join us on **4th October 2021 at 10:00 AM**. You will be on a training period for **6 months** and the stipend during the training period would be **Rs. 11,400/- PM**.

This offer has been made based on the information furnished by you at the time of interaction. However, if there is any discrepancy in the documents/certificates furnished by you, we may have the option of withdrawing this offer made to you.

Please find enclosed the "Bank Guarantee Form" which is the format of the bank guarantee document that you need to submit along with the required personal documents at the time of joining. Kindly refer to the list of documents.

1. Bank Guarantee documents (Original).
2. Certificates supporting your educational qualifications along with marks sheets (10+12+ Graduation + Post Graduation + Course Certifications).
3. Three (3) Passport Size color photographs of a recent date along with a digital passport size photograph.
4. Photocopy of Pan Card.
5. Photocopy of Aadhar Card.
6. Valid Passport, and/or Election Commission Card.

Please find below the procedure details of bank guarantee:

1. Credit 1 Lac in your bank account.
2. Ask the banker to make a Fixed deposit.
3. Ask from banker to prepare bank guarantee format on stamp paper using the attached file format.
4. Mention Kelton Tech Solutions Ltd. in VTP section.



Director

Dronacharya Group of Institutions
27, 49-III, Sector Kolda-201306

TPO

From: Adarsh RD Dubey <dubeyadarsh080@gmail.com>
Sent: Monday, February 7, 2022 10:32 AM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Documents required - Digital Engineering 2022
Attachments: Pre Employment Health Declaration_FinalVer-4Aug2021.pdf; Background Verification Form - new.docx

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

From: Rahul Chaudhary <Rahul.Chaudhary@niit.com>
Date: Mon, Feb 7, 2022 at 2:39 AM
Subject: Documents required - Digital Engineering 2022
To:

For Candidate

Kindly do attempt both test Cognitive (from Careers) and English (Strength-scape) VERY IMPORTANT (Do it by today)


Kindly send the following documents :-

1. 10th
2. 12th
3. Graduation documents
4. Aadhar (BOTH SIDE)
5. Pan
6. Vaccination Certificate
7. Passport Size Photo
8. Resume

Make sure all documents are **clearly** scanned

Please Note :

Send all documents in PDF or word format, make sure you are sending PDF of original documents.


Director
Dronacharya Group of Institutions
27, 2010, New Delhi-201300

Kindly take a print out and fill BGV and Pre Employment Health form and send with documents
You have to put signature on every page (Digital Signature will also work if not able to take print
out), leave the page blank if it is not relevant to you.

Once you are done with both the test kindly use Cognitive Ignite Test link and click small + sign and
update your profile

In employment section put NA and proceed, In reference section put your TPOS sir/mam name and
mobile no.

In the end once profile is complete it will pop up a message (PDF CLOSE if you are not getting this
message it means you are missing something)

Kindly send all documents as soon as possible.

Any issue kindly contact me.

Regards

Rahul

Rahul Kumar Chaudhary

Campus Recruiter

Mobile: 8130208287

Email: rahul.chaudhary@niit.com

Sector 34 Gurgaon

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niitltd>

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This email and any files transmitted with it are confidential and are solely for the use of the individual or
entity to which it is addressed. Any use, distribution, copying or disclosure by any other person is strictly
prohibited. If you receive this transmission in error, please notify the sender by reply email and then destroy
the message. Opinions, conclusions and other information in this message that do not relate to official
business of the company shall be understood to be neither given nor endorsed by NIIT Ltd. Any information
contained in this email, when addressed to Clients is subject to the terms and conditions in governing client
contract.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Achintya Naithani <naithani1999@gmail.com>
Sent: Wednesday, February 16, 2022 5:32 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: IQVIA Internship Program | Welcome Aboard!!

Categories: Green Category, Yellow Category

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

From: Pradeep Pillai, Rishi EX1 <rishi.pradeepillai@iqvia.com>
Date: Wed, 16 Feb 2022, 16:58
Subject: IQVIA Internship Program | Welcome Aboard!!
To:
Cc: Kulappura, Vivek <vivek.kulappura@iqvia.com>, Thammappa K M, Sherry EX1 <sherry.thammappakm@iqvia.com>

Hello,

Hope you are doing well.

First of all a hearty congratulations on making it to the IQVIA Internship Program. We welcome you Aboard 😊.

Offer Letter

To start off, I am hoping that you would have received your respective offer letters from our vendor partners "**TeamLease**". If you have not, sit tight, you will be receiving the same shortly.

These offer letters mark the beginning of your internship with IQVIA. It also mentions your exact DOJ, LWD and Stipend Break up.

Do note: TeamLease is our vendor partner to manage the payroll. While your stipend is processed by TeamLease, you would continue to intern with IQVIA and your completion certificate would also carry this information.

Onboarding


Director
Dronacharya Group of Institutions
27, KP-III, GATEWAY Noida-201306

Now that you have received your offer letter and have a DOJ, the next step would be your onboarding and induction.

This would be done through a Teams Meeting, the link for which would be shared to you on your personal mail. The session would be a 30 mins session on the DOJ which would cover all the topics to start you off on your internship journey with IQVIA. You would also be receiving a separate invite for the same.

Asset Allocation

In order to begin your internship journey, you would require a laptop to work on the deliverables assigned to you.

This would either be required for you to collect from the IQVIA office or it would have been shipped out to you and would be reaching you very soon.

Stipend

Stipend will be paid to each intern on the 1st of every month.

The calculation for such a payout is as follows: 11th of previous month to 10th of current month.

In case of any doubts regarding the internship, you can always send a mail to rishi.pradeepillai@iqvia.com and I would be happy to help you with the same.

Wishing you the very best and great success for this internship period.

Warm Regards

Rishi Pillai

IMPORTANT - PLEASE READ: This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory

obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see our [privacy-policy](#). Thank you.



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Pranjul Singh Rathod
2/498 , sector 2 ,
near aaina beauty parlour,
Malviya nagar, jaipur – 302017

Offer and Appointment Letter

Dear Pranjul,

Congratulations on your selection and welcome to Acefone Software Pvt Ltd.!

With reference to the subsequent interviews conducted by Acefone Software Pvt Ltd. ("ACEFONE SOFTWARE PVT. LTD." or "Company"), we are pleased to inform you that you have been selected for an employment in our organization as a **Cloud Telephony Engineer (ICI)**. We believe this position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role. Your growth in this organization will be in line with your potential and performance.

You are requested to join us on **16th Jun'22 at 10:00 AM**.

Your joining would be subject to successful completion and compliance with the pre-joining requirements.

Your employment is subject to your signing of our Non-Disclosure Agreement (NDA) at the time of joining. During your association with the organization, you shall faithfully serve the company and use your utmost endeavours to promote its interests and devote the whole of your time, attention, and abilities to its business. By signing this employment contract, you are also assuring that you are medically fit to perform your job duties.

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

Your Total Compensation will be **INR 4,64,256 /-** per annum outlined in Annexure I.

The general terms and conditions governing your employment are outlined in Annexure II.

The employment benefits are outlined in the Annexure III.

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

Acefone Software Private Limited

BVM 43, Bougainvillea Marg, DLF Phase - II, Gurgaon, Haryana, India 122002

CIN: U72502HR2020PTC088080


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

ACEFONE CONFIDENTIAL

1

Annexure I

Compensation

Components	Amount in INR (Yearly)
Basic	150000
House Rent Allowance	75000
Special Allowance	75000
Total Fixed Compensation	300000
Employer Contribution to PF	21600
Gratuity	7212
Total of Retirals	328812
Employer Contribution to Labor welfare fund	600
Employee Health Insurance	3204
Health Consultation (Practo)	840
Variable	48000
Night Allowance	13200
Incentive (up to)	69600
CTC Total	464256

Terms & Conditions:

- Salary is subject to Income tax and the applicable taxes will be deducted at source.
- Night Allowance is given to employees working in the night shift only.
- The payment of incentive depends on individual and company performance.
- The joining bonus will be paid after 3 months of joining. If you leave the organization within a year, then you will have to re-pay the full amount.
- Retention Bonus will be paid out after completion of one year from the date of joining.


Director
Bronacharya Group of Institutions
 27, RD-111, Greater Noida-201306

Payment of Variable Component	
Parameter	Amount
If Performance is a Key Contributor (KC)	4000
If Performance is Exceeding Expectations (EE)	3000
If Performance is Meeting Expectations (ME)	2000
If Performance is Below Expectations (BE)	1000
If performance Needs Improvement (NI)	0
Flexi Basket Plan	
Communication Allowance	Options available post joining
Leave Travel Allowance	Option available post joining
Books & Periodicals	Option available post joining
Professional Development	Option available post joining
Meal Card	Option available post joining



Director

Dronacharya Group of Institutions
37, Kirti Nagar, Gurgaon, Noida-201306

SALARY COMPONENTS

Your total compensation will be split into different components and allowances namely basic, HRA and Special Allowance forming the fixed component part of your salary.

BASIC

Basic is fully taxable and is relevant to fix other salary components. Basic is disbursed every month. This component is 50% of your total monthly gross pay.

HOUSE RENT ALLOWANCE

House Rent Allowance (HRA) is fixed at 50% of basic pay and is part of the monthly gross pay. HRA is disbursed on monthly basis and is partially taxable.

SPECIAL ALLOWANCE

It is part of the monthly gross salary and is a taxable component. All flexi basket components are adjusted against the Special Allowance component mentioned in the CTC.

FLEXI BASKET PLAN

Flexi Basket plan is a combination of various components that are made available to employees to choose at the beginning of the financial year and they will be adjusted against the special allowance component. These options can be exercised every financial year.

Flexible Allowance is only available for old tax regime. If an employee chooses new tax regime flexi kitty options will be unavailable to them.

1. Leave travel allowance (LTA)

Leave travel allowance is a component wherein employee can claim travel cost for domestic travel taken. The maximum amount available under this head is restricted to a maximum of 15% of the annual basic salary and twice in a block of 4 years. The LTA amount will be adjusted against the special allowance.

2. Purchase of books/periodicals/magazines

Employees can claim expenditure incurred by him/her towards buying professional development books, periodicals, newspapers etc up to INR 10,000 per annum. This also includes E-books and pod casts. Invoices to be submitted to claim. If an employee chooses option, the amount will be withheld and released only after submission of the relevant invoices.

3. Professional development allowance

Employees can also claim expenditure incurred for professional training, and degree or certification courses related to their current or future roles. The course can be of technical or non-technical in nature and shall be done through a reputed and accredited institute in India or provided by a reputed organization operating in India and the invoices are generated in India only.


Director
Bronacharya Group of Institutions
27, KP-III, Greater Noida-201306

4. Communication allowance

Covers reimbursement of mobile phone/broadband/landline connection bills reimbursement up to the value mentioned on the salary break up. Employees can take up the option from special allowance

5. Meal card

Meal Cards are provided as a food facility. The meal Card amount is loaded every month on the respective card. The card can be utilised for buying meal items only. The card cannot be used as a normal debit card to withdraw cash. Usable in both online and physical swiping transactions. You will be given two meal card value options to choose from.

RETIRAL BENEFIT

1. Provident fund

Provident Fund ("PF") contribution costs, wherever applicable, are included in the Remuneration Cost to Company ("CTC"). Employee PF contributions will be deducted from monthly pay and Employer PF contributions will be made within the CTC. Please note that there will be no increase in the total compensation Cost to Company. Employees will be required to provide the Company with any information that may be required for the Company to comply with the applicable regulations relating to Provident Fund. Employee can increase their own contribution towards the Employee Provident Fund known as voluntary PF contribution.

2. Gratuity

Gratuity is given by an employer to his employee for the services rendered by him during the period of employment. A person is eligible to receive gratuity only if he has completed five years of service with an organization.

3. National pension scheme (NPS)

An employee can subscribe to the corporate National Pension Scheme (NPS) once they join the organization through opening a corporate NPS account. Under the scheme, the maximum contribution limit to NPS is 10% of the Basic or 750,000 which ever is less. Once an employee subscribes, the chosen amount will be adjusted with the gross monthly payable to the employee. The amount will be directly deposited towards corporate NPS management bank account on monthly basis. Contribution to NPS scheme remains tax free as per the defined NPS guidelines. Refer to the NPS policy document for more details.



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

VARIABLE PAY

Variable rating is calculated on quarterly basis for the variable pay out. Variable pay-out is part of the total compensation structure.

Variables/Performance bonus Payment parameter and calculation	
Parameter	Amount
If Performance is a Key Contributor (KC)	Maximum Payable
If Performance is Exceeding Expectations (EE)	75% of MP
If Performance is Meeting Expectations (ME)	50% of MP
If Performance is Below Expectations (BE)	25% of MP
If Performance Needs Improvement (NI)	0



Director
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 27, KP-III, Greater Noida-201300

Annexure II**EMPLOYMENT TERMS AND CONDITIONS****PERFORMANCE BASED CULTURE**

The company promotes a performance-based culture that helps achieve superior results by setting clear business goals, defining employees' responsibilities, creating a trusting environment, and encouraging employees to continuously grow and reinvent themselves. With your role you are entrusted to perform your duties and job responsibilities with utmost dedication.

NON-HARASSMENT / NON-DISCRIMINATION

This company prohibits discrimination or harassment based on race, color, religion, creed, sex, national origin, age, sexual orientation, disability, marital status, veteran status, or any other status protected by applicable law. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and is free from discriminatory practices, including. Consistent with its workplace policy, the company prohibits and will not tolerate harassment of any kind.

COMPANY POLICY AND PROCESSES

All employees of Acefone Software Pvt Ltd. must follow basic company standards that are defined and reviewed from time to time. As an organization Acefone Software Pvt Ltd. makes sure that each one of us are working in a safe and conducive environment in return employees are responsible for their own conduct at the workplace.

BACKGROUND CHECK

Your appointment is contingent upon successful completion of a background check. You understand that a verification will be run on your past employment, education, criminal records, address or more as required. If found false, misleading, or undisclosed information it may disqualify your employment and /or result in termination of employment.

DRUG-FREE / ALCOHOL-FREE ENVIRONMENT

Employees are prohibited from unlawfully consuming, distributing, possessing, selling, or using controlled substances while on duty. In addition, employees may not be under the influence of any controlled substance, such as drugs or alcohol, while at work, on company premises or engaged in company business. Prescription drugs or over-the counter medications, taken as prescribed, are an exception to this policy. Anyone violating this policy may be subject to disciplinary action, up to and including termination.

CODE OF CONDUCT

Acefone Software Pvt Ltd, believes in creating a positive culture for employees, as well as a successful business. Anyone who violates the Code could be putting our firm at risk. Each of us has a personal responsibility to identify concerns in good faith through consultation or reporting. This means we should:

Director

Bronashanna Gupta
ACEFONE CONFIDENTIAL
13, KP-III, Greater Noida-201308

- Understand the areas covered by the Code, Company policies and procedures, and laws that apply to our job Follow the legal requirements of all locations where we do business
- Conduct ourselves in ways that are consistent with the Code, Company policies and procedures, and laws.
- Speak up if we have concerns or suspect violations of the Code, Company policies and procedures, or laws Understand that following the Code is a mandatory part of our job.

DIVERSITY AND INCLUSION

It is your responsibility to value people for their integrity, talents, and commitment, while respecting what makes them individuals. We recognize the important role diversity plays in renewal, in creativity, in innovation, and in our long-term vitality. Different thoughts, abilities, experiences, and individual characteristics make our work environment richer and lead to better business decisions and results. We take pride in the diversity of our workplace. Our firm supports the highest standards of fairness and equal opportunity. It is your responsibility to be committed to encouraging a diverse and inclusive culture when you take or influence decisions and interact with colleagues, service providers or clients.

WORKDAYS AND WORKING HOURS

The official workweek is of 5 days. All employees are required to work during their scheduled work time. The average productive hours should be 8 hours per day or 40 hours per week wherein minimum of 6 hours and a maximum of 9 hours on a given working day is accepted. Working hours less than 6 will be considered as half-day work.

JOB LOCATION

Your initial job placement will be Gurgaon. However, you may be transferred to different location as per the business need. A reasonable notice will be given before the transfer.

RELOCATION POLICY

The company has designed the Relocation Policy to provide financial assistance and administrative support for relocating employees. The quantum of benefit depends upon the position/role one is hired for. Benefits under the plan will cease if the employee resigns from his/her employment or is terminated for any cause, including for poor performance within 12 months of having joined the company. The employee will be required to reimburse the company for relocation expenses paid for by the company under this policy. The deduction will be made at the time of FNF.

PROTECTING CONFIDENTIAL INFORMATION

Every employee is responsible for being familiar with and following the relevant laws, regulations and company policies and procedures that govern the business activities in which the employee engages. Upon joining Acefone Software Pvt Ltd., all employees sign a Non-Disclosure Agreement which details their confidentiality obligations to the Company. As employees, we have access to significant amount of company information that may not be available to the public, and we should preserve the confidentiality of information obtained in the Company's service. We are transparent about how we handle customer information.

data. We're successful when our customers trust us to protect their privacy and use their data in the ways that they permit us.

USE OF COMPANY ASSETS

The use of Acefone Software Pvt Ltd. assets for individual profit or any unlawful, unauthorized personal or unethical purpose is prohibited. Our information technology, intellectual property (e.g., copyrights, patents, and trademarks), facilities, equipment, machines, software, and cash may be used for business purposes only, including responsible and accurate expense reimbursement, and in accordance with applicable policies. When working with Company information or technology tools (such as laptops, email, apps, databases, etc.), employees should set up complex passwords that cannot be easily guessed and should never share passwords. Company information should not be stored with unapproved internet or cloud services that may not be protected and may be accessed by unauthorized people.

RELATIONSHIP IN THE WORKPLACE

Domestic partnership or marriage is not allowed to take place in a same group/team/business unit especially when there is a reporting relationship or relationship with someone working in the Human Resources, Finance, CEO's office, IT and Admin departments. If in any way such relationship is formed employees must bring to the notice of HR and one of them must resign as it creates conflict of interest.

DISCIPLINARY ACTIONS

The Company will take appropriate disciplinary action as per domestic Enquiry Process for the violation of the Code of Conduct. The matters covered in this Code are of the utmost importance to the Company, its shareholders, and its business partners, and are essential to the Company's ability to conduct its business in accordance with its stated values. We expect all our directors, employees, and third-party agents to adhere to these rules in carrying out their duties for the Company. We take violations of this Code, Company policies and applicable laws seriously. Where appropriate, the Company takes prompt corrective action, up to and including termination of employment. Discipline may include a verbal or written warning; suspension with or without pay; for the most serious offenses or repeated misconduct, termination of employment. Any disciplinary action depends on the nature, severity, and frequency of the violation. It may vary depending upon local law. Please understand that those who violate the laws or regulations mentioned in the Code could expose themselves and the Company to substantial civil damages and criminal penalties.

IP, COPYRIGHT, INVENTIONS AND PATENTS

All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be sole property of the company and you hereby waive any and all right, title or interest, if any, in the same in favor of the company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the company in every proper

Director

and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your employment with the Company.

NON-DISCLOSURE AGREEMENT OR CONFIDENTIALITY CLAUSE

The employee is required to sign a Confidentiality and Non-Disclosure Agreement whereby the employee whether during or after the period of employment will not use Proprietary or Confidential information or any part thereof for his/her own benefit or for the benefit of any person, firm, company or other legal entity other than for Acefone Software Pvt Ltd. Any misuse of company data/confidential company information would lead to criminal prosecution of the employee under IT Act 2000 as amended. It would make the employee liable to pay a fine up to Rs. 5, 00,000/- and possible imprisonment up to 3 years.

SERVICE EXCLUSIVITY OR NO COMPETE

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of Acefone Software Pvt Ltd..

You agree that during the term of this Agreement and for a period of eighteen months (18 months) after termination of this Agreement:

- i. You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions made by the Company. During your association with the firm, you shall well and faithfully serve the Company and use your utmost endeavours to promote its interests and devote the whole of your time, attention, and abilities to its affairs.
- ii. You shall not during the continuation of your association with the organization, engage in any other employment or competing activity, in the absence of prior written approval from the company, which may be withheld by the Company at its sole discretion. You will ensure that none of your family members will engage in any competitive activity.
- iii. You shall not directly or indirectly on your own account or as agent, partner, director or employee of any other person, without the prior written consent of the Company, manage, operate, join, have an interest in, control or participate in the ownership, management, operation or control of, or be otherwise connected in any manner with, any corporation, partnership, proprietorship, trust, estate, association or other business entity which directly or indirectly engages anywhere in the world in the Business or in a commercial activity similar to the business of the Company.
- iv. You shall not in any manner whatsoever render, sell, supply, market or distribute, advise, assist, aid in establishing, managing, providing or developing or act as consultant or professional advisor in respect of the business of the Company or indulge in any of the above with reference to any products or services constituting part of the business of the Company, either on your own account or on behalf of any other person whether as an agent or as a licensee or as an advisor, consultant or under any other relationship.


Director

- v. You shall not in any manner directly or indirectly on your own account or as agent, partner, director or employee of any other person approach any of the clients or prospective clients of the Company for the purposes of soliciting any business nor shall you take up employment with or any other assignment from any of the clients or prospective clients of the company.
- vi. You shall not be employed by or employ or enter into partnership with any person, who had been within the period of 1 year preceding the date of the employee' termination, another employee or consultant of the Company or any of its associated companies.
- vii. You shall not, either on your own account or in conjunction with or on behalf of any person, firm or company solicit or endeavour to entice away from the Company any of its employee or consultant whether such person would commit a breach of contract by reason of leaving service or office.
- viii. You shall not by any means and at any time during the term of the Employment use any information whatsoever concerning the business or the affairs of the Company which you may possess during the course of your assignment with the Company in any manner which may cause loss or injury to the Company and should you come into possession of any confidential information, trade secrets or business methods you undertake irrevocably and unconditionally not to disclose these to any other party at any time (whether during or after employment). The restrictions contained in this Paragraph shall not apply:
- to any disclosure or use authorized by the Company or required by law or any regulatory and/or licensing authority
 - to any trade secrets, business methods or information which may lawfully have come into the public domain or
 - any disclosure required by an order issued by a court of competent jurisdiction
 - that each of the provisions in constitutes an entirely separate and independent restriction on you;
 - that the duration, extent and application of each of the restrictions are reasonable and no greater than is necessary for the protection of the interests of the Company.
 - You acknowledge and agree that, if any such restriction shall be adjudged by any court of competent jurisdiction to be void or unenforceable as going beyond what is reasonable in the circumstances for the protection of the interest of the Company but would be valid if a part of the wording thereof was deleted and/or the period thereof was reduced and/or the area dealt with thereby was reduced the said restriction shall apply within the jurisdiction of that court with such modifications as may be necessary to make it valid and effective; and
 - You acknowledge and agree that that the legal remedies for breach of the restrictions set forth here are inadequate and therefore agrees that, in addition to all other remedies available to the Company in the event of a breach or a threatened breach of any such restriction, the Company may obtain temporary, preliminary, and permanent injunctions against any and all such action.

DATA PROTECTION

The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.

b) The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws. c) The Employee also

agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities. d) During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as

have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

e) The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

NOTICE PERIOD

Your employment with the organization is confirmed from the date of joining subject to clearance of the background verification, showcasing of skills required to perform and the expected performance outcome associated with the role and workplace conduct.

Any employee desiring to leave the services of the company will have to notify his/her immediate manager with a written notice of his intention to leave the services of the Company by stating the reasons for the same and serving the required notice period as per the Separation Policy.

RETIREMENT

An employee shall superannuate on attaining the age of 58. Any extension will be the prerogative of the management. Retirement date is based on the date of birth proof submitted by the employee at the time of joining the organization. The employee shall be relieved on the last working day of the month in which he/she was born.

SOLICITING A BREACH OF CONTRACT

You shall not, either on your own account or in conjunction with or on behalf of any person, firm or company solicit or endeavour to entice away from the Company any of its employee or consultant whether or not such person would commit a breach of contract by reason of leaving service or office.

You shall not by any means and at any time during the term of the Employment use any information whatsoever concerning the business or the affairs of the Company which you may possess during the course of your assignment with the Company in any manner which may cause loss or injury to the Company and should you come into possession of any confidential information, trade secrets or business methods you

undertake irrevocably and unconditionally not to disclose these to any other party at any time (whether during or after employment). The restrictions contained in this Paragraph shall not apply:

- to any disclosure or use authorized by the Company or required by law or any regulatory and/or licensing authority
- to any trade secrets, business methods or information which may lawfully have come into the public domain or
- any disclosure required by an order issued by a court of competent jurisdiction.


Director
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GOVERNING LAW

The terms of your employment will be governed and interpreted in accordance with the laws of India.

DISPUTE RESOLUTION

That in the event of any dispute or difference arising between parties hereto either during subsistence of this agreement or afterwards relating to this agreement, the same shall be referred to the Arbitration of CEO of the Company whose decision shall be final and binding on the parties. The provisions, of the Indian Arbitration Act, 1940 or any statutory modification or re-enactment thereof for the time being in force shall be applicable in Delhi courts alone will have exclusive jurisdiction in all matters connected with this agreement

LEGAL INDEMNIFICATION

Without prejudice to the rights and remedies of the employer, you hereby legally indemnify Organization and or any of its directors from any damages, costs or disbursements resulting from any litigation in respect of the Restriction of Trade and Confidentiality clauses contained in any Contract of Employment entered into between the employee and any of his/her previous employers.

This Agreement is made subject to your not being under any obligation to any other employer. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance of the present position with Acefone Software Pvt Ltd.

CHANGES TO THE TERMS & CONDITIONS:

The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.



Director
Dronacharya Group of Institutions,
27, KP-III, Greater Noida-201306

Annexure III**BENEFITS****LEAVES AND HOLIDAYS**

All permanent employees are entitled to 15 annual leaves, 7 sick leaves and 9 casual leaves per calendar year. Maximum of 30 AL's can be accumulated for encashment vi. Accumulated ALs can be encashed at the time of separation with the company provided the employee has worked with the organization for a minimum of 2 years from the official date of joining as per the offer/appointment letter. AL encashment will be calculated on the basic pay. The Company provides paid 12 days of holidays to all its employees including all national holidays.

MATERNITY/PATERNITY LEAVE

Maternity Leave is covered by Maternity Benefits Act, 1961 in which Female employees are entitled to a maximum of 26 weeks paid maternity leave. A woman worker is entitled to maternity benefit only if she has worked at least 80 days in an establishment in the 12 months prior to her expected date of delivery. iii. In case of miscarriage or medical termination of pregnancy, an employee is entitled to six weeks of paid maternity leave. However, must submit a medical certificate in original from Registered Medical Practitioner indicating the reason for leave as the case be i.e. miscarriage/abortion. iv. Employees are also entitled to one additional month of paid leave in case of complications arising related to pregnancy, delivery, premature birth, miscarriage, medical termination or a tubectomy operation.

Male employees can avail a maximum of 07 days (PL) under this category any time within 60 days from the date of delivery. All eligible employees who have completed 80 days of service in the twelve months immediately preceding the date of expected delivery or adoption of child are entitled to Paternity leave.

MEDICAL INSURANCE

You will be covered under Medical Insurance policy with a sum insured amount of INR 3,00,000 from the date of joining. The Insurance cover the employee, spouse; and up to 2 children wherein all pre-existing illnesses, maternity expenses, hospitalization expenses for Covid-19 treatments are covered. For more details refer to the employee handbook.

PRACTO HEALTH COVER

All employees are covered under this benefit wherein employees and their dependents can take free online medical advice consultation, order medicines and get medical diagnosis done at a discounted price through PRACTO App.

PERFORMANCE APPRAISAL

Performance appraisal provides an opportunity to raise the quality of work provided by the employee in a highly motivated and competent manner. If done well, it will support the organization's strategic ambitions by translating high level strategy into everyone's role, increase job satisfaction, identify appropriate training and development, and provide an opportunity for personal development based on

Director
Dronacharya Group of Institutions
27, K.P. ACEPHONE CON. OF INSTITUTIONS
Greater Noida-201306

informed feedback. To be eligible for merit increase employees need to attain Meets Expectations (ME) rating in their overall performance.

We welcome you to **Acefone Software Pvt Ltd.** and look forward to a long-term association with you.

With best wishes

For Acefone Software Pvt Ltd.

Authorized Signatory

Dr. Sangeeta Chhabra

Director

I have read and understood the terms and conditions of my appointment at Acefone Software Pvt Ltd, stated above and in the earlier pages and hereby signify my acceptance of the same.

Name:

I Accept

Designation:


Date:


Director
Dr. Sangeeta Chhabra Group of Institutions
27, KP-III, Greater Noida-201306

Annexure IV**DOCUMENTS SUBMISSION**

On the day of your joining, you are required to submit the following:

- Relevant copies of Academic attainments
- Documentary evidence of Date of Birth
- Identity and Address Proofs (PAN, Aadhar Card, Passport, Driving License) copies
- Employment Proof (If any) including relieving letter, Experience Letter, Pay stubs etc.
- Five passport size-coloured Photographs
- 2 References from your current organization, which must be completed before your joining (if applicable).



Director
Director, Institute of Institutions
77, KP-III, Greater Noida-201305

Date: 12 Feb 2022

Dear **Abhishek Shah**,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. Your total CTC will be **Rs 3 Lakhs per annum** (Three Lakh 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 **13th Feb 2022**

Failure of confirmation of acceptance of this offer on your part by **13th Feb 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd**,

Divya Dang

Head HR



Director
Dronacharya Group of Institutions
27, 28th Fl, Greater Noida-201306

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Annexure 1

Compensation Break-down		
Employee Name	Abhishek Shah	
Designation	Quality Analyst	
Grade	-	
Department	Professional Services	
Cost to Company	Rs.3,00,000/-	
Components	PM	PA
Basic	10000	120000
HRA	5000	60000
Leave Travel Allowance	0	0
Statutory Bonus	833	9996
Special Allowance	6167	74004
Fixed Component	22000	264000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	23200	278400
Total CTC	25000	300000
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		

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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:

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

- 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.

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- 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.

*This is a digitally produced letter no physical signature is needed *

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Director

Date: 12 Feb 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 Lakhs per annum** (Three Lakh Fifty Thousand 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 **13th Feb 2022**

Failure of confirmation of acceptance of this offer on your part by **13th 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


Director
Dronacharya Group of Institutions



Annexure 1

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

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(Signature)

Director





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

- 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.

This is a digitally produced letter no physical signature is needed.

Director

Pragathi Group of Institutions

A Cloud Computing Solution Company



Document Inbox



Bharat Rathod 3:38 PM

to me, Ranjit ▾



Hi Abhishek,

Please fill in the attached application and send it across along with the following documents

1. Offer/Appraisal letter with salary breakup - Current Employer
2. Last 3 months' Salary Slip - Current Employer
3. Highest Degree Certificate & Marksheet
4. Photograph
5. Aadhaar copy
6. Updated CV


Thanks & Regards

Bharat Rathod - Office Assistance - HR
BLACK BOX LIMITED (Formerly AGC Networks Limited)
501, 5th Floor, Building No. 9, Airoli Knowledge Park,

MIDC Industrial Area, Airoli, Navi Mumbai 400 708

Maharashtra | India

O: +91 22 6661 7343 | Ext. 343 | M: 9819156506
E bharat.rathod@blackbox.com | BLACKBOX.COM


Director
Dronacharya Group of Institutions
29, KP-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2022 : Vinove Software Ltd

1 message

21 September 2021 at 10:39

Careers @ Vinove <careers@vinove.com>

To: aadityabhardwajofficial@gmail.com

Cc: richa.jaiswalgnindia.dronacharya@gmail.com, Rahul vinove <rahul@vinove.com>

Hi,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"

Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Developer Grade "T" in our organization.

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the documentation by 25th September 2021.

You will be required to join their duties on or before January 2022 at 9:00 AM at the following address:

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)

Plot No. 55P, 11nd Floor, Sector 44, Gurgaon

About the Company:

Vinove Software & Services is an ISO 9001:2008 and NASSCOM Certified IT Co. with 15+ years of experience in the Web & mobile industry. Being a specialized firm for providing web & mobile services and solutions, we have mastered in dealing with both, National & International Clients. Our service portfolio includes fully customized web design and application development, Mobile Apps eBusiness Solutions. Our culture boasts of passionate, innovative and meticulous professionals.

Please visit the following URLs to know more about our business.

<http://www.vinove.com>

<http://www.pixelcrayons.com>

<http://www.valuecoders.com>

<http://www.invoicera.com>

Company Address / Locations

NOIDA

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126, Noida, UP- 201313

GURGAON

ValueCoders India (A Vinove Company)

2nd Floor Plot no 55 P, Sector 44 Gurugram.

BANGALORE

ValueCoders India (A Vinove Company)


Director
Researcher's Group of Institutions
22, KP-II, Sector 14A-201313

001-117, Vaishnavi Signature , Outer ring road , Bellandur, Bengaluru Karnataka 560103

Achievements:

Winner: Deloitte Technology Fast 50 India
 Winner: Deloitte Technology Fast 500 Asia Pacific
 Winner: NASSCOM IT Emerge India 50 - 2011
 Asia Red Hearing 100 Finalist
 eRetail Solution Provider India 2011 - 12
 Magento Solution Silver Partner
 Proud DrupalCon Sponsors (Munich & Portland)

If you wish to know more about us, you may want to review the following:

Our Introductory Video (Recommended):

<https://www.youtube.com/watch?v=HFAOmKg6bxw>

FEW OTHER IMPORTANT POINTS

- #1. All selected candidates need to sign a service agreement of 30 months (2.6 Yrs)
- #2. It an indemnity Bond (worth Rs. 2 Lakh). Where they need to submit a cheque of Rs. 2,00,000 (Only Cheque not money) for the duration of 30 months.
- #3. The documentation part will be done before joining & then the Letter of Intent will be released.

Elaboration #2 : PS. We are not asking to submit/deposit a single rupee to us. We just need a cheque (it could be a ZERO balance account as well), which will be kept with us for the next 30 months & will be returned back after the agreement duration.

Documents required to be submitted:

- Original and photocopies of mark sheets & certificates of your all education qualification (Original documents will be returned on the same day of joining after verification so we are not asking for any original documents).
- Passport size photographs (4 copies)
- Identity proof - Valid passport / Aadhar card
- PAN card
- Canceled cheque (for bank account details & for records only)
- A Cheque worth Rs. 2 Lakh (in Favour of - Vinove Software & Services Pvt. Ltd)
- Attached/Print Services Agreement (on Rs.100 Stamp Paper)

We look forward to your joining our organization or a long, successful and mutually rewarding relationship.

Note:

- 1- No need to share any original documents only photocopy is required.
- 2- You need to courier all documents to our Gurgaon (Valuecoders) Office and also for the confirmation you need to send the image of receipt which you will receive from the courier office or in case you are in NCR Region then you can also visit the office for documentation.
3. LOI/Offer Letter will be initiated after your documentation only.

PLEASE FEEL FREE TO CONNECT FOR ANY QUERY / CLARIFICATION.

Regards,

Shakshi Singh
 HR Executive- L1
 Vinove Software & Services (P) Ltd. | ValueCoders Services LLP
 M: 7275314095
 careers@vinove.com | hr@vinove.com | shakshi.singh@vinove.com
 ISO 9001:2008 | Magento Solution Silver Partner | NASSCOM CERTIFIED
 * New York // London // New Delhi // Gurgaon // Noida *


 Director
 Brancharya Institute of Institutions
 27, 3P-III, Sector 14, Gurgaon, Haryana

5 attachments


 **BOND Declaration.docx**
9K

 **VC - Undertaking For Trainee At Vinove Software Ltd (1).pdf**
65K

 **Service Agreement - Vinove Software _ On Stamp Paper.docx**
12K

 **Cheque Recieving.docx**
14K

 **Trainee _ Freshers Salary Breakup - Operations - 2022 Batch.pdf**
72K



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TCS Offer Letter inbox x

TCS Recruitment - Entry Level <recruitment.entry.level@tcs.com>
to me

Dear **Aditya Kumar**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter.

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>
2. Login to the system using your Login Credentials
3. To accept the offer letter, click on Offer Letter
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same

We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111 (toll free) / hr.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.



Samvardhana MotherSON International Limited
(Formerly MotherSON Sumi Systems Limited)
Head Office: Plot No.1, Sector-127, Noida-Greater Noida Expressway, Noida - 201301, U.P., India
Tel: +91-120-6679500, Fax: +91-120-6679270, Website: www.motherSON.com

12th November 2022

Mr. Ajay Singh Panwar
K-2nd 66 B Sangam Vihar
New Delhi 110080

LETTER OF OFFER

Dear Mr. Ajay

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Graduate Engineer Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **14th November 2022 at 9.00 AM.**

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport Size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However, if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.


Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.


You shall be issued a regular letter of appointment on your joining the Organization.


We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Samvardhana MotherSON International Limited


Surphi Chaturvedi
Assistant General Manager- HRM

Regd Office:
Unit - 705, C Wing, ONE BKC, G Block
Bandra Kurla Complex, Bandra East
Mumbai - 400051, Maharashtra (India)
Tel: 022-61354600, Fax: 022-61354801
CIN No.: L34300MH1886PLC284510

Proud to be part of samvardhana motherSON 


Director
Samvardhana Group of Institutions
27, Kirti Nagar, New Delhi-110015

AIDASH

November 09th 2021

Sana Bisht

Dear Sana,

I am pleased to confirm your internship as a **SDET- Intern** at AiDash. As discussed during the interview process, this would be a paid academic internship with the stipend being **Rs. 40,000/- per month**. The internship start date is **November 10th, 2021** and it will conclude on **May 10th, 2022**.

Due to the COVID-19 situation, you will be working remotely with us and reporting to **Sanjay Kaushik**, Senior Software QA Manager at AiDash.

Your responsibilities would include Designing, Organizing, and managing Test Automation resources at AiDash.

During your temporary employment with AiDash Inc, you may have access to confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from disclosing it to anyone outside of AiDash Inc. You also understand that participating in the internship program is not an offer of employment.

Welcome to the team! We look forward to working with you.

Sincerely,



Rahul Saxena

Co-Founder & CTO

M +91 984 546 5018

www.aidash.com | rahul@aidash.com

Accepted/Acknowledged by:



Sana Bisht

Date: 10/10/2021



Director

Dronacharya Group of Institutions,
27, KP-III, Greater Noida-201308

1:44

🔔 📶 📶 📶 📶 🔋 47



LeewayHertz - Documents required for Joining Inbox



Tanu Chauhan 2 days ago
to Tanu, bcc: me ▾



Hi,

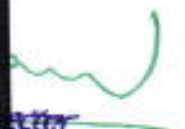
Congratulations!!

You have successfully completed our interview and selection process. We are happy to Hire you for our team.

Following documents will be required for joining:

- Scanned copy of original educational documents from 10th onwards.
- Scanned copy of Permanent address proof document i.e. Passport or Driving License.
- Scanned copy of original Pan Card & Aadhar Card.
- 1 Recent passport size photographs in formal attire - it should be signed at the back.
- Scanned copy of original Graduation and Post Graduation Certificate
- LeewayHertz requires a cheque of INR 2,00,000/ against this agreement to be submitted. The cheque is required for the validation of the agreement. The cheque will be returned after the completion of the agreement tenure. In case of any questions, please feel free to reach out.

Cheque Courier Address:


Director
Group of Institutions
Gurgaon

Ref: PMI/HR/LOI/2022/15

Dated 04 February -2022

Mr. Ajay Singh Panwar
863-B K-II Block, Sunday Bazar Sangam Vihar
South Delhi
Delhi - 110062
Mob No. 7210428709

Dear Mr. Ajay,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization on the terms and condition as mutually agreed upon.

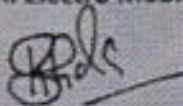
You are requested to join your duties with us on or before **07/02/2022**, in case you do not join by said date, your letter of intent shall automatically stand cancelled for which no separate notice will be sent. This letter is valid subject to your being found medically fit by Registered MBBS doctor. Please also note that this is a letter of intent only and detailed letter of appointment and responsibility chart as discussed at the time of interview shall be issued to you on joining your duties with us. Please sign the duplicate copy of this letter as token of your acceptance.

Please note that at the time of joining our organization, you will be required to submit the following mandatory testimonials/ documents: -

01. Original as well as photocopies of academic and professional qualifications.
02. Govt. ID proof like PAN, Aadhar card, Voter card, Ration card.
03. Three recent passport size-colored photographs
04. Medical fitness certificate by MBBS doctor.
05. Covid-19 fully vaccinated certificate copy

Thanking you

For PMI Electro Mobility Solutions Pvt Limited



SANDEEP KHOLA
(HEAD-HR)
Cc: Personal file



Director
PMI Electro Mobility Solutions Pvt Limited

PMI ELECTRO MOBILITY SOLUTIONS PRIVATE LIMITED

Registered Office : B 11, 1st Floor, Greater Kailash Enclave II, New Delhi - 110048
Factory Address : Plot No. 39, Industrial Area, Dharuhera, Rewari, Haryana 123106
Tel. : 011 - 4557626 | www.fotonpmi.com | info@fotonpmi.com
CIN No. U45100DL2017PTC319899 | GSTIN : 06AAECJ0153A1ZB



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)
CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Feb'2022

Dear Mr Aryan Pandey S/o Sh. Hariom Pandey,
HN- 72/2, Gali No-3, West Karwal Nagar,
North East Delhi

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

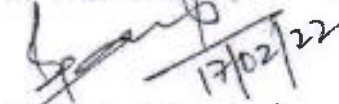
The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)




(Accepted by Signature)
Director
Dronacharya Group of Institutions
27, KP III, Gurugram - 122006



Survey Sampling International Hyderabad Private Limited

Date: 11th October 2022

Arun Bhatti

H No-C11, Rama park ext,
Uttam Nagar,
Delhi -110059,

Dear Arun,

Survey sampling International Hyderabad Pvt. Ltd is pleased to appoint you as **Trainee – Data Processor** on a contractual basis, for a specific fixed period of **Six Months**, provided you commence your assignment on or before **12th October 2022** your last assignment will end on **12th April 2023**. It should be noted that regardless of your actual date of commencement, your last date will remain **12th April 2023**. After this six Months contract period, based on your services we will decide to continue our relationship else terminate your contract immediately. Your contract will be on the following terms and conditions, to undertake the work and fulfill the duties as required by your Team Leader as appropriate from time to time.

1. It is clearly understood and agreed that your contract is purely temporary and for the aforesaid fixed period, on the expiry of which, your appointment and the contract between us will cease and come to an end automatically, without any necessity of our giving you any notice and without any liability on our part to pay you any other compensation or other amounts whatsoever.
2. You will have no right or lien as an employee, this agreement is purely contractual as a consultant and the company will not be obliged in any manner or on any account to offer you any regular or permanent employment in such job or position or any other in the company, even if there is any vacancy.
3. Your contract is subject to you being certified to be medically fit by a registered medical practitioner authorized by the company.
4. During your contract period pursuant hereto, you will be required to be available for the exclusive use of the company for Eight hours each day at mutually agreed time on all working days of the company from Monday to Friday. You will, however, be entitled to one day of paid leave per 20 working days.
5. During your contract and agreement period hereto, you will be entitled to a consolidated lump sum fee of **Rs. 15,000/- (Fifteen Thousand only)** per month subject to TDS at current applicable rates and are entitled to no other amounts or perquisites, etc. whatsoever. Since you will not be an employee of the company, you will not be covered or be entitled to any of the company's benefit plans. Your remuneration is a matter purely between yourself and the Company and you shall maintain all information regarding your fees as personal and confidential.



6. This appointment is made based on and relying upon the particulars and personal data submitted by you to the Company and will be deemed to be void ab initio in the event of any such particulars or data being false or incorrect. You shall inform the company of any changes in such particulars of data within three days of such change.
7. You shall, during the period of your contract period pursuant hereto, devote your whole time and attention to the work entrusted to you which is described in detailed in the **Annexure -1**(Primary Responsibilities) and shall not engage yourself directly or indirectly in any other business, work of service.
8. All information pertaining to the business, affairs, operations, and employees of the company shall be deemed to be secret and confidential and shall be maintained as such by you and your appointment pursuant hereto will be subject to your executing with the Company on your accepting this offer of temporary appointment, a format agreement with regard to the maintenance of such secrecy and confidentiality and with regard to intellectual property rights etc. You will also keep us duly informed of any confidentiality agreement entered by you and with any previous employers or any others and keep us indemnified and harmless against any breach thereof by you and any consequences of any such breach.
9. You will abide by all the applicable Rules and Regulations of the Company, including the personal conduct guidelines to the Company, in force from time to time, which you are deemed to have read, understood, and agreed to. The Company will have the right to vary or modify the same or all or any of the terms and conditions of your contract agreement at any time, which will be binding on you, in the former case upon such variation or modification being made, and in the latter case on our giving you notice of such variation or modification.
10. The aforesaid and any other notice to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post at your address in India as notified by you and recorded by the Company.
11. Your contract and service pursuant hereto may be terminated by either of us by giving to the other 10 days written notice or by paying 10 days contract fees in lieu of such notice. However, in the event of your giving such notice to the Company, we shall have the right to accept the same from any date prior to the expiry of the notice period. On acceptance of any notice of termination by the Company, you shall not be entitled to withdraw.
12. Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or of any of Rules and Regulations of the Company, we will have the right to terminate your contract without any notice or compensation whatsoever.

Director

Arav Bhatti

07F1717B939D4EB




Survey Sampling International Hyderabad Private Limited

13. Please sign on all the pages of the duplicate copy of this letter in token of your acceptance of the terms and conditions herein contained and return it to reach us on **12th October 2022**, failing which, this offer of contact will stand automatically withdrawn.

14. At the time of commencement, you must bring with you the originals along with photocopies of the following for our records:

1. All certificates in support of your Educational Qualification(s)
2. Emolument and work experience certificates
3. Relieving letter from your previous employer, if relevant
4. Passport size 3 photographs (Color Photo in White background)


For Survey Sampling International Hyderabad Private Limited

DocuSigned by:

A5E04B07C06549C

Name: **Naveen Goel**
Designation: **Vice President, India Operations**

I have read and understood the contents of this letter and accept your offer of contract consulting as a **Trainee -Data Processor** on the terms and conditions contained herein, which I agree to strictly abide by.

Name: **Arun Bhatti**

DocuSigned by:

07717178939D4EB

Date: 10/11/2022 | 8:26 AM CDT


Director



Annexure -1

PRIMARY RESPONSIBILITIES

ESSENTIAL DUTIES AND RESPONSIBILITIES

These include the following. Other duties may be assigned at the discretion of management in the context of the role.

- Successfully complete the Dynata global onboarding program.
- Learn and grasp the scripting content being taught during the class-room sessions.
- Successfully attend, practice and demonstrate learning gained via soft skills programs to build job/client management specific competencies.
- Get aligned with client level teams to get onboarded on client specific standards and libraries
- Shadow live projects and practice scripting on live projects under mentorship.
- Successfully clear the assessment at both classroom as well as on the job training.

A handwritten signature in green ink, appearing to read "Anu Bhatti", written over a horizontal line.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



INTERN OFFER LETTER

Date: 20-Apr-22
Mobile No: +91- 8076925129
E-Mail Id: Kumararun.bbb@gmail.com

Dear Arun,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Recruitment Trainee** in our organization on the following terms and conditions.

Date of Joining: 25 Apr 2022.

Stipend: Your Stipend would be Rs.14000 per month (Rs. Fourteen Thousand Only).

Place/Transfer: Your present place of work will be at Gurugram, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Confirmation: Based on your performance your services will be confirmed with the company in written within three months. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Notice Period: Your employment can be terminated by either side with a notice period of 7 Days or salary in lieu thereof. On receiving notice, if in the opinion of the company it is prejudicial to its interest to continue employment during the notice period, the company may at its discretion relieve you before expiry of the notice period and is not bound to give any reason thereof. Notice period cannot be adjusted against your accumulated leaves.


Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.

2. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Srijan

hereafter.

4. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

5. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

6. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

7. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

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

With best wishes,

Sincerely,

For Srijan Spectrum Pvt Ltd



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



We Code your Ideas

Appointment Letter

Date: 27th Sep, 2021

Dear Sazid Khan,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Software Developer Intern** in our organization on the following terms and conditions.

Date of Joining: 27th Sep, 2021

Stipend during Internship: Company will offer you a stipend of Rs. 12000/- per month.

Package: Company will offer you the package of **5.50 LPA** (In-Hand Salary of Rs. 35,000/- per month + Yearly Performance Bonus of Rs. 1,00,000 + Yearly Leave Encashment of Rs. 30,000) for Full-Time Employment. Effective after your graduation.

Additional Client Project Bonus of Rs. 15,000/- per month will be effective once your profile is suitable for the Client Engineer role.

You will have to show the college documents for your graduation completion proof. This may include any college declaration, acknowledgment, graduation completion certification, or any equivalent official document.

Place/Transfer: Your present place of work will be at Gurgaon, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India at the sole discretion of the Management.

Probation/Confirmation: You will be on a probation period of six months. Based on your performance your service will be confirmed with the company in written after the probation period.

Personal Particulars: You will keep us informed of any change in your residential address, your family status, or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

Working Days: The regular working days of the Company are from Monday to Friday.

Retirement: You will automatically retire on attaining the age of 58 years.

Restriction on Personal Use: The use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, working time of the company for any personal use.



We Code your Ideas

The Below Salary Package Break-up will be effective from the Full-Time Employment, post the internship period. The designation will also be updated to Software Developer post the internship period.

Basic In Hand Salary: Rs. 35000

Performance Bonus: You are eligible for a performance bonus amounting to Rs. 1,00,000 **

Leave Encashment Policy: You are eligible for a total of 18 leaves annually which includes 6 public holidays. You can take up to a total of 12 leaves annually including casual leave, sick leave, planned vacation, etc. (You will receive the leave policy separately)

At the end of the financial year, if the total leaves taken is less than 12, then for each leave you will be paid Rs. 2,500.

(Example: If you didn't take any leave in a financial year, then you will get the amount of Rs. 2,500 * 12 = 30,000Rs).

NOTE: Leaves for a financial year are calculated monthly, for example, if you worked with the company for just 2 months in a financial year, then you will be eligible for just 2 leaves in that financial year.

Client Bonus: Additional Client Project Bonus amounting to Rs. 15,000/- per month will be effective once your profile is suitable for the Client Engineer Role. You will have to undertake the client project for this bonus.

Appraisals: You are eligible for yearly appraisals depending upon your and your company's performance.

** Performance bonus as the name says, is dependent upon the performance of both the employee and the company, and will vary between 70% and 100% of its value. Performance bonus will be dispersed to you after 12 months from the offer letter date. You cannot put a notice period up to three (3) months from the performance bonus dispersal date.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Company.

1. You must acknowledge that you are accepting the pre-placement offer for full-time employment at the company along with the full-time internship.
2. You will keep Bits informed regarding your college examination schedules to avoid any last-minute work hampers. You will not be taking part in other competitive examinations, apart from the college academics, which will impact & lessen the working hours at Bits.
3. You will manage your college classes on your own or either by taking a non-obligation certificate (NOC) from your college to devote full working time at Bits.



We Code your Ideas

4. You will not be entitled to any documentation process from the company's end if you break the agreement or leave the organization before the mentioned employment tenure. The documentation process may include your exit documents like the experience certificate, reference letter, or other employment proofs, etc.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark, and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter. You can not disclose any information of the company like any data, project plan, or any other information, even after you leave the company. If done so, the company can or will take legal action against you.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you should immediately report the same to the Management.
11. This appointment letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
12. You will be responsible for the safekeeping and return in good condition and order of all Company properties/assets/documents/digital assets, which may be in your use, custody or charge.
13. **Security:** Disciplinary Process for Breach of Security: Any breach in security as per information security policy will be taken seriously by the Company. An immediate Supervisor will report such breach to HR. Depending on the severity of the incident, disciplinary measures like a verbal or written

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306
Gurgaon Haryana India 122002





We Code your Ideas

warning or temporary suspension or termination may be followed.

14. Non-Disclosure Agreement: You are required to sign the non-disclosure agreement as part of the Company's guidelines. "Confidential Information" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes technical information concerning Company's products and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence. You are also not allowed to disclose your salary to your peers within or outside the organization, evidence of any such act can lead to immediate termination.

15. Termination of Service:

(i) The employee can terminate this employment by serving a notice of **90 days**. If you fail to serve your complete notice period then you need to pay the organization a recovery amount of **INR 1Lac**. The buyout option can be made available depending upon the project dependencies. The organization can break the employment anytime without giving any formal notice or notice pay.

NOTE: This clause will be applicable post your full-time employment effective date only. Before this, the employee can't put any notice period during the internship and they need to adhere to the Employment Tenure Agreement clause during their stay at the company.

(ii) **Employment Tenure Agreement:** You must acknowledge that while accepting the offer, you are accepting the full-time employment (pre-placement offer) at Bitcs. You will not be allowed to leave the company before your full-time employment effective date. Not adhering to the agreement will be subject to a legal breach of contract. Bitcs reserves the right to take action legally.

(iii) Integrity issues such as proxy attendance, giving confidential information to competitors or unauthorized members, submitting any false declarations, engaging oneself in any business/dual Employment (full time/ part-time) elsewhere without Company's knowledge or being involved in any such activities which are detrimental to the Company's interest would lead to termination.

16. Standing Orders: You will abide by the Standing Orders, rules & regulations, and service conditions that may be in force or application to the organization or are framed from time to time by the company.

Your salary details are strictly private and confidential and details in this letter should not be disclosed and discussed with others.

The above terms and conditions are based on the company's policy, procedures, and other rules currently applicable in India and are subject to amendments and adjustments from time to time.

In all matters including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.


Director

Dronacharya Group of Institutions
Gurgaon Haryana India 122002-201306



We Code your Ideas

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We congratulate you and welcome you to The **BITCS** family and look forward to a fruitful collaboration and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our goal. We assure you of our support for your professional development and growth.

Company's Moto and Standings:

1. You always have the work

If anytime you don't have work, get the work from the lead you are working under first. Keep on asking him/her unless you are given the work. If anytime you don't have the work, you are the one to be blamed.

2. You like what you are doing

You love the work that you are doing here. If you don't like the work that means you are still not good at it. If you are not liking it talk to your lead and make sure you are well understood. The company wants everyone to love the work they are doing.

3. You are here for learning and excelling

Your primary motivation to work here should be the new learnings that you do here, you are here to excel in what you do. Other things are just the side effects like salary and other perks.

4. You think about the company, then your peers, and then about yourself

There is a famous theory that says if everyone starts thinking about themselves in the group then no one would be benefited from that action. If everyone has to succeed then the group should succeed first and with its success comes the success of everyone.

Here in BITCS, you should think about making the group a hit, your individual success will come following to that. Everyone should adhere to the company policies as the first step.

With best wishes,

For, BITCS

Head-HR

Vaibhav

I have carefully read and understood the terms and conditions of my assignment outlined herein as above. I agree to abide by the terms and conditions mentioned above and I affix my signature to signify my acceptance

Date:06/27/2022

Ankush Tomar,
House No.69 Maya Gali, Babarpur, Shahdara
Delhi, 110032
India

Subject: Training Letter

Dear Ankush,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, th
you appointment as **Trainee at Nagarro**.

You are requested to join us on or before 07/13/2022. During the period of training, you would be paid a sti

The details of your compensation package and terms and conditions of your employment are enclosed herei

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with Nagarro.

To help complete joining formalities, may we request you to carry the following documents with you on the

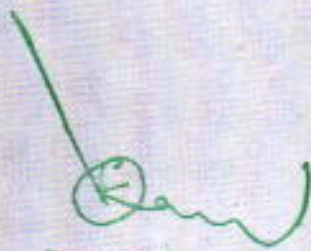
- Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)
- Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)
- Five Passport size photographs

Yours Sincerely,

For Nagarro Enterprise Software Pvt. Ltd.

Swati Yadav

Swati Yadav


Director
Dronacharya Group of Institutions
27, KP-11, Sector Noida-201305

Date:06/27/2022

Ankush Tomar,
House No.69 Maya Gali, Babarpur, Shahdara
Delhi, 110032
India

Dear Ankush,

This has reference to your application for employment with Nagarro Software and your subsequent interview

We are pleased to offer you as Associate Engineer at Nagarro Enterprise Services Pvt. Ltd. - Gurugram, H

You can join us on or before 10/13/2022.

The terms and conditions of your employment are enclosed.

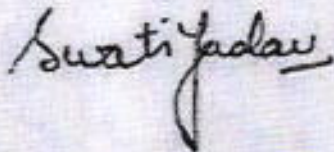
We welcome you to a pursuit of excellence with Nagarro.

To help complete joining formalities, may we request you to carry the following documents with you on the da

- Mark-sheets and certificates for Class X, Class XII, Graduation and Post-graduation if applicabl
- Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)
- Five passport-size photographs

Yours truly,

For Nagarro Enterprise Software Pvt. Ltd.



Swati Yadav
Director



Director

Dronacharya Group of Institutions
27, K.P.H., V.V.P., Noida-201305

Name **Ankush Tomar**

Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	12,278	147,336
Total Monthly (A)	34,778	417,336
Annual Earnings		
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	32,664	
Total Fixed Compensation (A+B)	450,000	
Variable Earnings (C)		
Allocation Bonus *****	0	
Total Potential Compensation (A+B+C)	450,000	

Note:
 * Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules
 ** Payment as per Gratuity Act
 ***** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same policy.
 Income Tax in respect of the above mentioned compensation package should be borne by the employee. There would be following Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)
 PLs will accrue each month on a prorated basis. Amount of accrual for the month is calculated on the basic pay existing at the end of the month.


Director
 Director of Institutions

Group Insurance

Guidelines:-

Group Mediclaim Insurance

- a) An employee has a mediclaim insurance cover of 3 lac by default and he/she at the time of joining can increase insured upto 10 lakhs & cover his dependents (spouse, kids and parents). Premium deduction details has been below.
- b) During mid-term of the policy, only newly-wed spouse, Parents in Law (on account of marriage) and new t included in the policy within 90 days from Date of Marriage and Date of Birth respectively. No other depende during mid-term of the policy.
- c) Downward revision of Sum Insured will be allowed at the time of renewal as per the then prevalent term an policy.
- d) Exclusion of dependents will be allowed at the time of renewal only as per the then prevalent terms and cor

Group Personal Accident Insurance (GPA)

The GPA Policy provides the insured a cover for disability or death caused by an accident.

- a) An employee has personal accident insurance cover of 3X of his TFC by default and he/she at the time of jo sum insured upto 4X to 10X as per policy terms. Premium deduction details has been provided in table below.
- b) Once an employee is enrolled in the policy he/she cannot exit the policy till he leaves the company.

Group Term Life Insurance (GTL)

The GTL policy provides the insured a cover in case of death.

- a) Enrollment in GTL is optional and on discretion of the employee and employee can opt for a cover of upto The most common practice is to cover within 3X to 5X of your TFC. Premium deduction details has been pro
- b) Exit from the policy can be done at the time of renewal only by selecting "0X" multiplier in internal insurai

Premium for Group Insurance

Premium Deduction for Mediclaim Insurance

Premium Deduction for GPA

Premium
Calculated
Formula
Calculated

Director
Brahacharya Group of Institutions
In equal instalments starting from the following
Policy end date.
From the following month of D

Annexure "B" - Page 1/2

Terms and Conditions

The key service conditions applicable to your employment are given below. The Company reserves the right and conditions at any time.

1. Place of Posting and Assignment:

Your place of posting will currently be **Gurugram, HARYANA**. However, you are liable to be temporarily or permanently transferred from one place to another, one job to another, one unit to another, wherever local or abroad, at any point of time as the exigencies of work demand. You can also be deputed to work in and/or for the Company.

2. Whole Time Service:

Your employment with the Company is full time and while so employed, you must under no circumstances directly or through any agency in any work, business, profession or employment, either honorary or otherwise, without written prior permission from the Management. Any breach of this condition may result in your immediate termination from the services of the Company.

3. Inventions and Discoveries:

The rights created or accrued out of any and all discoveries, inventions, copyrights, patents, etc., which you create during the period of your employment with Nagarro shall exclusively vest with the Company and may be exercised as the Company deems fit. This does not apply to creative non-commercial products that are wholly unconnected with the business of the Company.

4. Termination on Misconduct or Breach of any Service Condition:

If you are found guilty of any misconduct or should you commit any breach of the service conditions or any other condition which in the opinion of the Company is prejudicial to the interest of the Company, the Company may without notice terminate your services.


5. Termination by Notice:

Without prejudice to clause 4 above, your services can be terminated at any time by giving 2 calendar months' notice or 2 calendar months' salary in lieu of notice.

In case you desire to leave the services of the Company, you will have to give us 2 calendar months' notice. In this 2 calendar months' notice, the Company will have the authority to recover up to 2 months' salary from you (inclusive of performance-linked bonus, if any) depending upon the impact of your resignation on the work as a whole.

I have read and understood the above terms and conditions and I agree to abide by the same.

Signature


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201300

6. Company's decision on Termination to be Final and Binding:

The Company's decisions regarding termination under clauses 4 & 5 shall be final and binding.

7. Retirement:

The Company's retirement age is 60.

8. General Policies and Procedures:

A copy of the General Policies and Procedures of the Company will be given to you on the date of joining. You adhere to these, as well as to any other service conditions governing your unit and location that may be in force which may be issued from time to time by the Management with respect to hours of work, weekly offs, paid holidays.

9. Reference/Background Checks:

Your employment by the Company is conditional upon and subject to completion of an Employment Application of a reference/background check, and approval thereof by the Company, in its sole discretion.

10. Confidentiality of this Offer:

The package offered to you is highly confidential and must not be revealed between now and the joining employment or thereafter to any individual/agency/organization, by word of mouth or otherwise.

11. Jurisdiction:


Any dispute arising out of the employment or terms of service shall be subject to the jurisdiction of the competent court.

12. Final Agreement:

This written offer supersedes all verbal or written agreements between you and the Company.

For Nagarro Software Pvt. Ltd.

Swati Yadav


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

NeoSOFT Technologies - Selection Confirmation | Trainee Software Engineer » [Print X](#)

Anushka Nair <anushka.nair@neoosoft.com>
to [Makima](#) »

Dear Candidate,

On behalf of the NeoSOFT team, I would like to congratulate you on your selection as "Trainee Software Engineer" with us.

Please treat this email as a personal confirmation on your selection. You will receive the offer letter shortly along with your Date Of Joining.

Stay safe and keep learning :)

A hearty Congratulations once again!

In case of any concerns, feel free to contact with me on the below mentioned contact.

Best Regards,

Anushka Nair

Associate Specialist (Talent Acquisition)

☎ +91 8847262009

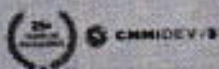
✉ anushka.nair@neoosoft.com

👤 Anushka Nair

🌐 www.neoosoft.com



NeoSOFT



CMRIDEV / 3

I accept the offer.

Thanks a lot.

I am not interested.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Date: 4th December 2021

Dear Aman Chawla,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. Your total CTC will be **Rs 3.5 Lakhs per annum** (Three Lakhs Fifty Thousand Rupees Per Annum). 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 **5 December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5 December 2021**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR

Director

A Cloud Computing Solution Company

Drabheru Group of Institutions



Annexure 1

Compensation Break-down		
Name	Aman Chawla	
Designation	Quality Analyst	
Grade		
Department	Professional Services	
Cost to Company	3.5 LPA	
Components	PM	PA
Basic	11866.67	140000.04
HRA	5833.34	70000.08
Leave Travel Allowance	0	0
Statutory Bonus	971.83	11661.96
Special Allowance	7694.826	92337.912
Fixed Component	26166.666	313999.992
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	0
Joining Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27366.666	326399.992
Total CTC	29166.666	350000

A Cloud Computing Solution Company

(Handwritten signature)

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

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)

A Cloud Computing Solution Company

Proposed Director



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.
- 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.

This is a digitally produced letter no physical signature is needed.

Director

A Cloud Computing Solution Company

Dasrathcharya Group of Institutions

From: Aman Kumar akvsct@gmail.com
Subject: Fwd: Selection Confirmation_Trainee - Software Development - Kellton Tech Solutions
Date: 16 December 2021 at 8:26 PM
To: tpo@gnindia.dronacharya.info

This is Aman Kumar, 13020 please suggest me. What to do next?

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

From: Kellton Onboarding <onboarding@kelltontech.com>
Date: Thu, Dec 16, 2021, 7:35 PM
Subject: Selection Confirmation_Trainee - Software Development - Kellton Tech Solutions
To: <akvsct@gmail.com>
Cc: HRD KelltonTech <hrd@kelltontech.com>

Dear Aman,

This is with reference to your application and interaction with us. We are happy to offer you employment with **Kellton Tech Solutions Limited** for the position of "Trainee - Software Development" and you will be based at our Gurugram office in India. You are required to join us on **10th January 2022 at 10:00 AM**. You will be on a training period for **6 months**, and the stipend during the training period would be **Rs. 12,000/-Per Month**.

This offer has been made based on the information furnished by you at the time of interaction. However, if there is any discrepancy in the documents/certificates furnished by you, we have the option of withdrawing this offer made to you.

Please find enclosed the Bond Agreement that you need to submit within the next 48 hours of receiving this email from our end. At the time of your joining, you are required to submit the mandate personal documents. Kindly refer to the list of documents.

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

Kindly revert with your acceptance by mentioning your complete address along with signature on the hard copy of the Bond agreement. Also, provide the soft copy of the Aadhar Card & PAN Card for further joining formalities.

Looking forward to your long-term association with us and welcoming you to Kellton Family.

For further queries, Please contact Daljeet Kaur (7428705092) / Abinethri P(7428705091) from 17th December 2021.

Regards,
Kellton Tech Onboarding Team
Kellton Tech Solutions Ltd.
onboarding@kelltontech.com | www.kelltontech.com



Trainee
Agree...ar.pdf


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Mr. Alok Ranjan

Date: Monday, June 13th, 2022

SUB: LETTER OF APPOINTMENT

Dear Alok,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of PULSUS family.

We are pleased to offer you a position as *"Program Coordinator (On Job Trainee)"* and work location will be at our SEZ Office. The regular fixed term employment will be issued to you at the time of joining. You will be required to join as on, "June 13th, 2022".

We reviewed the industry competitiveness of compensation packages for such roles the relevant industry benchmarks and thus are pleased to offer a stipend of 15000/- INR per month.

Apart from above fixed component, you are eligible as per company incentive policy and fines applicable as per deduction policy. *You should work in PULSUS for a minimum period of Twelve Months.*

Kindly report to office at PULSUS HEALTHTECH LLP, 6th floor, Tower-b, Building No. 14, IT/ITES SEZ, DLF Cyber City Developers Ltd. Sector – 24 & 25A, DLF Phase-III, Gurgaon, Haryana – 122 002, INDIA.

We are welcoming you on-board for a successful career with PULSUS Family.
Please feel free to get in touch with us for any queries.

With Best Regards,
Niharika Srivastava
Human Resource
PULSUS HEALTHTECH LLP

"We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world premier organization. We assure you of our support for your professional development and growth".

Terms and Conditions

Confidentiality:

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.


Director

Wipro Offer Letter Inbox x



Wipro offer letter <wipro@email+3raae-b11c50a11b@talent.icims.com> [unsubscribe](#)
to me

Thu, Mar 31, 9:38 AM (4 days ago)



March 31, 2022

Dear Akshay Kumar,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the ICIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, click on Accept -> click

Director

Dronacharya Group of Institutions
28, NP-111, Greater Noida-201306



Selection Letter

Thu, Dec 16, 2021 at 3:30 PM

hr@whitenielgroup.com <hr@whitenielgroup.com>
To: akshaykumar0902@gmail.com

Dear

Akshay Kumar

Congratulations

As per your overall Interview performance on the date of 15/12/2021 on the basis of Technical and behavioral remarks your profile has been selected for the position of Jr. Software Developer/Trainee "with The bond agreement of one year" in our reputed organization (White Niel Group) by the HR Department.

Designation- Software Developer Trainee
Salary Offered - 1.80 LPA (Salary would be increased after a training period of 3 Months depending on the technical performance)
Working Location- Noida/Lucknow/work from home


Documentation Detail -

Documentation Date- 16/12/2021 (Saturday)
Documentation Time - 12:30 PM
Documentation Location 1- Block A-61 Sector 16 Noida,201301.

1. Adhaar Card And Pan Card.
2. Academic Certificates From High School till Last qualification.
3. Photograph 4 NO of copy .
4. Bank Detail including IFS & A/C Number.

5. Refundable Security Bond Amount INR 10000 + GST 2000 (refundable)




 Director
Dr. Anurag Chandra Group of Institutions
 27, KR-III, Greater Noida-201306

Intent to offer inbox x

Fri, Dec 31, 2021, 6:41 PM



soniyad@snakconsultancy.com
to me, SNAK ▾

Dear Mr. Akshay kumar,

Greelings of the day.

This is in reference to the interview; you have had with **SNAK India Consultancy Services Private Limited.**

Congratulations!! You have been shortlisted and we have an intent to offer you the following:


Details of Employment:

Designation: Software Engineer

Date of Joining: 13th January, 2022

Base Location: Delhi/NCR

Reporting Office Address:


Director
Broacharya Group of Institutions
20, KP-III, Greater Noida-201306.

Ref: PMI/HR/LOI/2022/15

Dated 04 February -2022

Mr. Ajay Singh Panwar
863-B K-II Block, Sunday Bazar Sangam Vihar
South Delhi
Delhi - 110062
Mob No. 7210428709

Dear Mr. Ajay,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization on the terms and condition as mutually agreed upon.

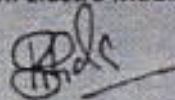
You are requested to join your duties with us on or before **07/02/2022**, in case you do not join by said date, your letter of intent shall automatically stand cancelled for which no separate notice will be sent. This letter is valid subject to your being found medically fit by Registered MBBS doctor. Please also note that this is a letter of intent only and detailed letter of appointment and responsibility chart as discussed at the time of interview shall be issued to you on joining your duties with us. Please sign the duplicate copy of this letter as token of your acceptance.

Please note that at the time of joining our organization, you will be required to submit the following mandatory testimonials/ documents:-

01. Original as well as photocopies of academic and professional qualifications.
02. Govt. ID proof like PAN, Aadhar card, Voter card, Ration card.
03. Three recent passport size-colored photographs
04. Medical fitness certificate by MBBS doctor.
05. Covid-19 fully vaccinated certificate copy

Thanking you

For PMI Electro Mobility Solutions Pvt Limited



SANDEEP KHOLA
(HEAD-HR)
Cc: Personal file

PMI ELECTRO MOBILITY SOLUTIONS PRIVATE LIMITED

Registered Office : B 11, 1st Floor, Greater Kailash Enclave II, New Delhi - 110048
Factory Address : Plot No. 39, Industrial Area, Dharuhera, Rewari, Haryana 123106

Tel : 011 - 4557626 | www.fotonpmi.com | info@fotonpmi.com
CIN No. U45100DL2017PTC319899 | GSTIN : 06AAEC01537170


DirectorDirector of Institutions
Number 201306

6:50

VoLTE LTE



Interview Result for the post of Trainee Engineer

Inbox



Tanmay Tarun Das 5:12 PM

to bcc: me ^



From Tanmay Tarun Das · ttdas.iitd@gmail.com

Bcc avneeshdubey007@gmail.com

Date Jul 15, 2022, 5:12 PM



Standard encryption (TLS).

[View security details](#)

Dear Candidate,

Congratulations!

You are provisionally selected for the post of Trainee Engineer.
Your joining will be at 9 AM on 18/07/2022. Kindly come with
all your Educational Certificates.

Sincerely,

Tanmay Tarun Das
Outreach In-charge
Virtual Labs, IIT Delhi

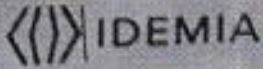
206/2A Wireless Lab,
Bharti School Of Telecom,
IIT Delhi, Hauz Khas,
New Delhi-110016

Tel- 9891646324(M) / 011-26582050(O)

Email : tanmay.tarun.das.ee_irdstaff@ee.iitd.ac.in

Web : www.vlab.co.in

of Institutions
NoIdG-201306



IDEMIA
Plot No. 1-A | Sector-73 | Noida-201307 | U.P. | India
CIN: U72100MH1996PTC101691

September 12th 2022

Avneesh DUBEY
C-308, Street No-41
Mahaveer Enclave Part-I
New Delhi- 110059

Dear Avneesh,


This has reference your application and subsequent discussions with us, we are pleased to offer you the position of **Associate - Technical Consultant** in our organization for **Six Month** on the following terms and conditions:

1. During your training you will be paid stipend of Rs. 18000/- per month (Additional statutory contribution).
2. You will be on training starting **September 12th 2022**. During the period of your training, your services can be terminated without assigning any reason.
3. During the training period, you will not be entitled to any leave or any other allowances as applicable to other regular employee of the company.
4. You will not claim any regular employment with the company at any time nor is the company bound to offer you any regular employment during or after the completion of the training period.
5. During the training period you will be required to observe all rules and regulations as per the Company policy regarding timings, dress code, and behavior etc.
6. You will strictly abide by the standards of confidentiality and non-disclosure terms applicable to our staff members as outlined in the confidentiality agreement and other policies in this regard, as may be announced by the Company from time to time. Any discoveries, inventions, software developed, documentation prepared shall remain property/copy right of the company. You shall not claim any ownership or any other rights whatsoever, in respect to the same.
7. You can be transferred temporarily or permanently anywhere in India depending on the exigencies of Company's work at any of its locations.
8. You have to give one month's prior notice in case of separation with the organization.


Kindly sign the duplicate of this as a token of acceptance and return the same to us for records.

Thanking You,

For Idemia Syscom India Private Limited


Ankit Bansal
Deputy Manager – Human Resources

T: +91 120 4431111
F: +91 120 4431100
www.idemia.com


IDEMIA SYSCOM INDIA PRIVATE LIMITED
(Formerly Idemia Syscom Consumer Private Limited)
RO: 507, 5th Floor, Sharda Chambers II
Plot No. 31, Narsi Natha Street, Near Bazar, Masjid
Chinchbunder, Mumbai-400009, Maharashtra, India

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Saturday, October 23, 2021 8:14 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; 'Director Director'; tpo@ggnindia.dronacharya.info
Subject: Capgemini_Selected Students_2022 Batch
Attachments: image001.jpg
Categories: Red Category, Green Category

Dear Richa Ma'am,

Congratulations!!

Please find below list of selected students for your kind reference.

S.No.	Name	Roll No	Course	Hiring Status
1.	Jitesh Bhatia	13132/1823013005	Information Technology	Final Select for CIS - Analyst (LPA)
2.	Smita Singh	1823010081	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
3.	Aman Aggarwal	1823011007	Computer Science	Final Select for CIS - Analyst (LPA)
4.	Yash Saini	13126	Computer Science	Technical Reject
5.	Mohd Hasnain Raza	1823010053	Computer Science	Technical Reject
6.	Manav Anand	1823011023	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
7.	Pritesh Ranjan	13530	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
8.	Akash Chauhan	13013	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
9.	Aditya kumar	1823011003	Computer Science	Final Select for CIS - Analyst (LPA)
10.	Kriti Sharma	13049	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
11.	AJAY SINGH PANWAR	13191	Electronics & Communication Engineering	Technical Reject
12.	Sana Bisht	1823010073	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
13.	Abhay Kumar	13488	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
14.	Neha Sharma	1823021005	Electrical & Electronics Engineering	Final Select for CIS - Analyst (LPA)
15.	Shivani Dwivedi	1823010078	Computer Science	Final Select for CIS - Analyst (LPA)
16.	Enjoy Maity	COLLEGE-13510 / UNIVERSITY-1823011019	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
17.	Vishal Yadav	1823010094	Computer Science	Final Select for CIS - Analyst (LPA)
18.	Deepak Chauhan	13032	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
19.	Vainisha Jain	1823010089	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)
20.	Bikram singh	13508	Computer Science & Engineering	Final Select for CIS - Analyst (LPA)

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Wednesday, December 15, 2021 1:16 PM
To: 'sumit.13380@gnindia.dronacharya.info'; 'sumitrai0310@gmail.com';
'balkrishansahu2001@gmail.com'; 'balkrishan.13794@gnindia.dronacharya.info'
Cc: 'hodce@gnindia.dronacharya.info' (hodce@gnindia.dronacharya.info); 'Director
Director'; 'TPO'
Subject: FW: Joining Confirmation-Black Olive Ventures Pvt. Ltd
Attachments: image001.jpg
Importance: High

Dear Students,

Greetings!!

Sharing the Selection Mail for your reference.

Kindly Acknowledge it and share your confirmation by 2PM.

Regards
Richa Jaiswal

From: TPO [mailto:tpo@ggnindia.dronacharya.info]
Sent: Wednesday, December 15, 2021 11:43 AM
To: tpo@gnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; 'Director Director'; tpo@ggnindia.dronacharya.info
Subject: Joining Confirmation-Black Olive Ventures Pvt. Ltd
Importance: High

Dear Richa Ma'am,

As discussed, kindly share the joining confirmation of below mentioned students in Black Olive Ventures Pvt. Ltd. It is requested to please share the same latest by today 2 PM.

As updated earlier, company wants immediate joining and ready to provide leave during examination.

1. Sumit Kumar Rai
2. Bal Kishan

Also, one week would be unpaid during training. If students perform well in one week, company will hire them with a package of 1.8 LPA +one year bond policy.

Thanks & Regards

Renu Dua
Training & Placement Officer





Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Ref:HR/APPT/PSBSPL/2022

7th October, 2022

Mr. Bal Krishan
A-262 DDA Flat,
Kalkaji,
New Delhi- 110019,

Dear Bal Krishna,

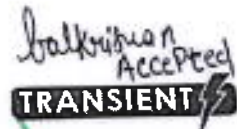
With reference to the discussions and subsequent interview you had, we are pleased to inform you that you have been appointed in our organization with effect from 3rd October, 2022, on the following terms and conditions.

1. **Designation:** Sales and Application Engineer
2. **Remuneration:**

The salary package considered for you is Rs. 22,000/- (Twenty Two Thousand Only) per month (CTC Salary). No other amenities allowances etc. shall be permissible unless specified by written orders.

3. **Earned / Privilege Leave:**

- a) In respect of each year of employment, which shall mean the period of January to December, you will be entitled to take 12 days Earned / privilege leave (inclusive of Saturdays, Sundays and any other holidays which may occur during the period of leave) at times mutually convenient, and after prior application and approval by the company.
- b) Earned/ Privilege Leave shall not be divided into more than two periods and the shortest permissible leave will be 02 consecutive days.
- c) In respect of the first and last year of employment Earned / Privilege Leave will be granted on a proportionate basis.
- d) Without prejudice to the Company's right to consider and determine applications for leave having regards to the exigencies of services, the onus is on you to apply for Earn /Privilege Leave in respect of each year.
- e) You will not be entitled to accumulate earned / privilege leave which if not availed of, shall be deemed, to lapse and you not be entitled to any payment in respect of any unavailed Earned / Privilege Leave. However, the company may, at its sole discretion, allow you in particular circumstances to accumulate your Earned / Privilege leave upto a maximum of 45 days or may pay in lieu of Earned / Privilege Leave, but in that event such a concession shall be in writing by the



PSBedi SecureCom Pvt. Ltd.
Head Office : D-14/2 First Floor, Okhla Industrial Area, Phase-1, New Delhi-110020, INDIA; Tel: +91 11 46055200
Branches : Hyderabad | Mumbai | Chennai | Ahmadabad
Email : surveying@psbedi.com, Website : www.psbedisecurecom.com

4. Casual leave:

- (a) In each year of employment, which shall mean the period January to December, you shall be entitled to 07 days of casual leave. Casual Leave cannot be accumulated, subject to the provision that in your first year of employment you shall be entitled to one day of casual leave for each completed period of two months' services.
- (b) Casual leave should normally be applied in advance unless circumstances render it impossible to do so and should not normally exceed two days at a time, nor should it immediately precede or follow Sick Leave, Earned / Privilege Leave.
- (c) Sanction of casual leave is at discretion of management. Your right to avail casual leave shall without prejudice be determined on your application for casual leave.

5. Sick Leave:

- (a) In respect of each year of employment, which shall mean the period of January to December you will be entitled to take 6 days Sick Leave (Inclusive of Saturday, Sunday and Other holiday), which may occur during the period of leave
- (b) You will be entitled to accumulate Sick Leave up to maximum 12 days beyond which the leave lapses.
- (c) At no point in time can Sick Leave be cashed.
- (d) It will be mandatory to have Doctors Certificate for any Sick Leave.

6. Provident Fund/ ESI/ Retirals etc.

In general matters, including those not specifically covered by this letter such as Provident Fund, Retirement, ESI, Medical, Group Insurance etc., you will be governed by such statutory rules as may be applicable to employees of your category in the Company from time to time.

7. Placement:

You will be liable to be transferred to any existing or future Department, Office or Establishment forming part of the Company or to any of its associates in India or abroad without adversely effecting remuneration and such posting will be governed by the rules as related to such appointments. You will be required to reside at the place where you are placed and to make your own arrangements for your residence etc. at that place.

Within any city where you are posted, you may be liable to be placed for duties in rotation at various offices of the company. Further, your duties and timing of work may vary depending upon the shift allotted to you.

That in case you have got any reservation to obey any order or instruction, it will be obligatory for you to first obey the order and then represent your grievances to the management. No representation will be entertained unless you have complied with the orders given to you.

8. Secrecy:

You will not give out to any unauthorized person by word of mouth or otherwise, particulars or details of our business, technical know-how, administration and organizational matters, operations, plans etc. concerning the Company or its associates, or its agents/dealers/customers, that you may have come to know by virtue of being in the employment of the company and you shall, both during and after your employment, take all reasonable precautions to keep such information secret.



Gurgen

Bal Krishna

Accept

[Signature]

Director

9. **Place of Work and Working Hours:**

Your place of work will initially be Delhi. The company may, at its discretion for reasons of exigencies of business or otherwise, transfer you to or from any of the company's Department or Branches, or Associates Subsidiary Companies, in a similar or comparable capacity, within India or

Overseas, whether such Department, Branch, Associate or Subsidiary company is or not in existence at the time of commencement of this contract of Employment. In the event of such transfer, you will be required to conform to the working hours and working days that are operative at the place to which you are transferred.

Your normal working hours will be from 9:30AM to 6:00 PM from Monday to Saturday.

10. **Retirements:**

The age of Retirement is 58 years. On reaching the age of 58 years you shall ipso facto retire and cease to be employed and there shall be no obligation of the company to give you any notice of such retirement. You will not be entitled to any retirement benefits whatsoever other than gratuity as may be applicable.

11. **Probation:**

From the date of joining, you will be on probation for 3 months, which may be extended further at the discretion of the company. On successful completion of the aforesaid probationary period to our satisfaction, you will be considered for regular employment / confirmation. On completion of the initial probation period, till such time that you are intimated in writing regarding your confirmation or otherwise, you shall continue to be on probation. During this period, company can terminate your services with fifteen days or payment of basic salary in lieu thereof. Similarly fifteen days notice or forgoing of basic salary in lieu thereof is required from your side during probation.

After confirmation, your employment may be terminated giving one month notice or payment of one month's basic salary in lieu thereof. In the event you desire to leave the services of the company, you will be required to give the Company one month's notice or for one month basic salary in lieu thereof.

In case you decide to resign from the Company, you will be relieved either on the last day of your notice period or even earlier, at the discretion of the Company you will be paid up to the day of relieving .

12. **Code of Conduct:**

You should act strictly in accordance with Code of Conduct issued by the Company from time to time in the workplace as well as in your day to day public life. You shall also not act in any unsociable manner and adhere to the highest standards of ethics and moral values in and out of your workplace while in employment.



That you will maintain cordial atmosphere at all time in the establishment and will not be uncivil, create

Amgen

*Balbir Singh
accepted*

[Signature]

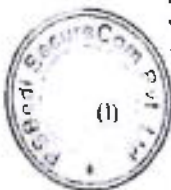
Director

Dronacharya Group of Institutions
27, KP-117, Greater Noida-201306

nuisances or rude to your superiors, colleagues and visitors / clients. The management expects that you will attend to the client with almost politeness.

13. General Provisions:

- (a) You will serve the company faithfully and diligently, and absorb and perform all lawful directions whether written or oral that may be given to you from time to time.
- (b) As an employee in the full time employment of the company you are required to devote your entire time, attention and effort to the furtherance of the business of the company and to continually develop your professional skills in the interest of the company and yourself. You shall not, during your employment with the Company directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company.
- (c) You shall not receive or accept from any person whether directly or indirectly, any profit or commission or any other gain out of or from any business activity or contract in relation to the company or its Subsidiary or Associate companies.
- (d) During your employment or after its termination you shall observe and maintain secrecy in respect of all transactions of the company its affairs, its business or its property or any information relating to any customers which may be acquired by you during or incidental to your employment with us.
- (e) You will keep us informed of any change to your residential address, your family status or any other personal particulars relevant to you employment.
- (f) You will be subject to the company's Rules and regulations for the time being in force and as varied from time to time.
- (g) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all-applicable tax laws and regulations.
- (h) The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the company. You are expected to maintain such information appropriately.
- (i) If any letter of authority or power of attorney is issued to you by virtue of your employment with us you will return it on demand or automatically on termination of your service.
- (j) You will not enter into any commitments or dealings on behalf of the management for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Management or exceed authority or discretion vested in you without the previous sanction of the Management.
- (k) If at any time in Company's opinion, which will be final in this matter, you are insolvent, found guilty of dishonesty, disobedience, insubordination, disorderly behavior, negligence or indiscipline or of any other conduct considered by us detrimental to our interests or of violation of one or more terms of this letter, your services are liable to be terminated without notice.



(l) You shall at all times will and truly account for and shall when so required, make over to

Ganesh

[Signature]

Jalaluddin
accept

Director

Dronacharya Group of Institutions
27, 100-110, Durgam Cheruvu, Hyderabad - 500 043

responsible authority all moneys, properties and things belonging to the company which may have been placed in your custody under your superintendence or may otherwise have come into your possession or under your control.

- (m) You are requested to please signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter and standard terms of Business & Employment pertaining to Information & Company Confidentiality and Intellectual Property Rights.
- (n) Tax liabilities will be borne by you. Income Tax will be deducted from your salary as per Income Tax Rules.
- (o) If you will be absent for more than three days without any sanction of leave it shall be considered as voluntary resignation.
- (p) While in services of the management, you shall also be governed by service conditions, laid down by the management from time to time.
- (q) All annual benefits will be given only after the completion of one year of physical service.

We look forward to your happy working with us. We are certain that you will find challenge, satisfaction and opportunity in your association with the company.

Yours faithfully,

For PSBedi Securecom Pvt Ltd




Acceptance:

I have read and understood the various terms and conditions mentioned in this letter. I accept the offer and the terms and conditions and undertake to abide by them.

Name Balkrishnan

Signature Balkrishnan


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida - 201306

you on your selection
and presents you our



Letter Of Intent Inbox



Capgemini vi... 11/15/2021
to me ▾



Capgemini

Love your career.
 your career.



Most Ethical
Company -
Eight times in a
row



We're highly-
rated on
Glassdoor



Capgemini
Research
Institute ranked
#1



Our gender
balance
initiatives



Our global
client stories

Dear Smita Singh,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been



BRAND MANTRA

Unit Number 3rd Floor, 5G, Shahpur Jat
New Delhi 110049

Engagement Letter

Dated: 14-04-2022

Sub: - Employment Under Fixed Period Appointment

Dear Shweta,

Congratulations on being selected for the post of **Intern – Project Associate** to work with IQVIA.

We are pleased to offer you employment as **Project Associate** for our very reputed client IQVIA on the following terms and conditions:

01. You will be paid a stipend of **INR 12,000/-** per month.
02. Your appointment is valid with effect from **18th April to 18th June, 2022**.
03. Your appointment is subject to your being found medically fit.
04. Your Services can be terminated on immediate effect if your work does not match the expected quality
05. Your working days will be from Monday to Saturday.
06. The location of your appointment shall be at the discretion of the client's business requirements.
07. You will be governed by general conditions of services other regarding discipline and other matters as applicable to other employees of the company.
08. You will be responsible for safekeeping of Assets and return in good condition and order of all company property which may be in your use, custody or charge.
09. You are required to provide confirmation of the receipt of all payments made by the organization.
10. No certificate will be provided in any case of resignation in the middle of your tenure. Your full and final settlement will be done once you submit all the assets of the organization been provided to you for the project. Clearance Certificate/No Dues Certificate is required at the time of Resignation, Termination of Job or closure of the project. In case of non-submission of assets disciplinary actions will be taken.
11. If the above terms and conditions are acceptable to you, the duplicate copy of this offer can be signed as a token of acceptance.

To confirm your acceptance of the above terms and conditions, you are requested to sign this letter and revert.
Thanking you,



[Authorized Signatory]

I hereby confirm that I have read and understood all the above-mentioned terms and conditions and I agree to abide by all the above said terms and conditions of this agreement.

Name: **Shweta Dishwar**

Signature:

Date: 15-04-2022

Director
Dronacharya Group of Institutions
27, IP-III, Greater Noida-201306

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, June 21, 2022 12:10 PM
To: TPO, Richa Jaiswal_Greater Noida
Cc: principal@ggnindia.dronacharya.info; 'Director Director'
Subject: Freecharge | Final Selects
Attachments: image001.png

Categories: Red Category, Green Category

Dear Ma'am,

Congratulations!!

We are delighted to share that the below students have been finally selected as a GET for Freecharge.

Their DOJ would be 25th July 22 and the work location would be Gurgaon.

Compensation: 9LPA (Fixed 7LPA + 2Lakh Joining Bonus)

Company will shortly share their offer letters.

Student Names	College Name	Roles
Ruhi Peter	Dronacharya Group of Institutions, Greater Noida	Backend
shivanshu singh	Dronacharya Group of Institutions, Greater Noida	QA

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: FARAJ 13129 <faraj.13129@gnindia.dronacharya.info>
Sent: Saturday, March 12, 2022 5:49 PM
To: Tpo@gnindia.dronacharya.info
Subject: Fwd: Welcome to NIIT::STH.SCS.DC.28-Mar-22 Skill Building Program
Attachments: AH - Personal Information Form (Version 2.2)-converted.pdf; Background Verification Form - Freshers.docx; CAM form-print.pdf; Document reqd at NIIT.XLSX; TERMS AND CONDITION - Interns(Tech).pdf

Categories: Yellow Category

----- Original Message -----

From: Shivam Mehrotra <Shivam.Mehrotra@niit.com>
To:
Date: 03/12/2022 1:39 PM
Subject: Welcome to NIIT::STH.SCS.DC.28-Mar-22 Skill Building Program

Dear Candidate,

Greetings!!!

We are happy to announce that you have been shortlist for the profile of SCS for WIPRO. We are starting with the training of your batch. Please note below mentioned details:

Batch Start: 28th Mar 2022

Batch End: 02nd May 2022

Onboarding Date: 06th May 2022

Mode of training: Virtual training through "Skype for Business", "Zoom" and "MS Team"

Internet Connectivity Requirement – Minimum 20MBPS Download and upload speed

This is a once in a lifetime opportunity for you to open the doors to a successful career with a global brand in HR Consulting and Outsourcing, Wipro.

Please take the print out of the attached forms and share the soft copy for the same along with the list of documents. **Terms and Condition** is mandatory document to share.

Note: **All Candidates need to send the scanned copy of All the documents mentioned in the list along with the attached forms by 13th Mar-22(06:00pm) positively on STHdocs@niit.com.**

We hope you have a comfortable and a great training experience with NIIT.

Wishing you all the very best!

Please share the acceptance by replying to this email.

For any doubts, please feel free to contact with your source(Please call in between 12pm to 8pm)

Note – If we do not received your documents latest by 13th Mar-22 06:00pm then your offer will be revoked.

Please join the whats app group by clicking on below link. To get the update for your training at NIIT which is starting from 28-Mar-22.

Also please put your profile name as your name before joining the group.

Link - <https://chat.whatsapp.com/I9b8Mdk5pIG5OrAo3t210E>

Regards

Shivam Mehrotra

ASSOCIATE MANAGER - LDO |

NIIT Limited,India| CORPORATE LEARNING GROUP| www.niit.com

Facebook | Linked In | Twitter | Blog |

Visit us at: <http://www.niit.com>
Follow us on: <http://www.twitter.com/niitltd>

DISCLAIMER

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Director

Deenacharya Group of Institutions
22, KP-III, Greater Noida-201306



EY Global Delivery Services India LLP
3rd Floor, Tower-C,
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016,
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

07 January, 2022

Mr Ashish Singh
433,Block 16,Lodhi Colony,
Near India Habitat Centre, South Delhi,
New delhi.,
Delhi - 110003

Contact No: 9968502948
Email: ashish2208singh@gmail.com

Dear Ashish,

Subject: Offer letter

With reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " Firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 6 months starting from 17 January, 2022 and ends on 15 July, 2022.You will be offered the position of Intern in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES :

You will perform duties and services as required in relation to the affairs of the Firm as may be assigned to you from time to time. During the term of your contract with the Firm, you shall (a) faithfully and diligently perform your duties, (b) use your best endeavours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the Firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Firm or conflicts with your duties to the Firm.

3. WORKING HOURS :

Your standard working hours will be 45 hours a week.Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.


4. DATE OF JOINING :

As per our discussion your date of joining will be **17 January, 2022**

Your initial work location will be B-23, Sector 58-60 Road, Block B, Sector 58, Noida, Uttar Pradesh 201307..

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP. (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower - C, RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature


Director
Donacharya Group of Institutions
B, K.R. Puram, Bangalore - 560016, India
Noida-201306



Given the current situation, you will be onboarded virtually and can work remotely till you are specifically advised to report to a GDS facility by your counsellor or your Service Line Operations team.

5. COMPENSATION AND DETAILS:

You shall be paid a fixed compensation of INR 21,000/- per month. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of the compensation you receive from the Firm. Please refer to Annexure B for your detailed compensation package.

6. TRANSFERABILITY :

Your initial place of posting will be Noida. The Firm reserves the right to transfer you to any other location in India and/or to any other entity affiliated or associated with the Firm.

7. CONFIDENTIALITY :

You shall keep and maintain strict confidentiality of all information and data that may come to your possession or knowledge by virtue of this engagement and shall not disclose or divulge any such information or data, without prior written consent of an authorised officer of the Firm, except as required in normal course of the work. You shall at all times, whether during or after the termination of your engagement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise how so ever. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients, for your own benefit or for the benefit of any third party, either during the term of this engagement or thereafter. Upon termination of this engagement, you will immediately return and surrender to the Firm, all data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases entrusted to you in the course of the contract and shall not retain any copy thereof in any form whatsoever. The Firm reserves the right to alter the confidentiality agreement from time to time, as and when required.

8. INTELLECTUAL PROPERTY :

All intellectual property rights in any work or material developed by you during the course of this engagement shall belong to and be the property of the Firm. You shall assign and transfer in favour of the Firm all intellectual property rights in such works or materials and shall execute such deeds and documents, as the Firm may require, to effectually vesting in the Firm any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual properties or rights of any other parties.

9. LEAVE :

You will be entitled to leaves in accordance with the leave rules of the Firm. The Firm reserves the right to alter the policy from time to time and the Policy in effect for the time being shall be applicable to you.

Director

Dronacharya Group of Institutions
27, KP III, Sector Noida-201306

This file is signed using Digital Signature.



Building a better
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10. PROVIDENT FUND:

You will participate in the Firm's Provident Fund as may be applicable in the Firm.

11. NOTICE PERIOD; TERMINATION :

- a. The contract can be terminated either by the Firm or by you, by giving the required notice of one month, in writing to the other party, without assigning any reasons thereof. The Firm reserves the right to pay or recover gross compensation as applicable, in lieu of the notice period. However, the Firm retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or Firm.
- b. If termination is initiated by you, the Firm may, at its discretion, relieve you at a date it may deem fit, even before expiration of the notice period, without any liability to compensate you for the remaining notice period.
- c. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper hand-over of your responsibilities, failing which the Firm shall be authorized to withhold or forfeit your dues.
- d. The Firm may also terminate/suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal enquiry (to be completed within 30 days of date on which the said allegation has been first notified to your reporting manager save and except delayed due to events beyond control) that you have committed (i) any heinous criminal act or any offense involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Firm's policy and local laws) or (iii) other act that threatens or likely to damage Firm's reputation.
- e. We also expect that you voluntarily disclose details of any of the above acts to the Firm at the time of joining or during your service with the Firm, as applicable, based on which the Firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.
- f. Your performance during the internship is subject to periodic reviews by your reporting manager. In the event that your performance during the Internship does not meet the EY standards as defined post the training or in the event of any breach of the Code of Conduct, and/or any disciplinary issues, you will be liable for action as applicable including but not limited to termination of this internship and revocation of the final job offer already extended to you, if any. The Firm reserves the right to take action in accordance with the policies of the Firm.

12. PAST RECORD:

If any information or declaration given by you to the Firm proves to be false or if you are found to have willfully suppressed any material information, you will be liable to be discharged from the services of the Firm, without any notice or compensation.

13. RULES AND REGULATIONS:

You shall abide by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.


Director
Dhacharya Group of Institutions
27, KP-III, Greater Noida-201306

This file is signed using Digital Signature.



Building a better
working world

14. DUAL EMPLOYMENT :

You will be in the exclusive service of the Firm. You will not be entitled to accept directly or indirectly any part time or full time job or transact any business of any kind whatsoever during the course of your contract with the Firm.

15. EMPLOYMENT VERIFICATION :

Your qualifications and contract will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Firm, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc. You are required to give your consent, by signing the background verification declaration in such a manner as may be required by the Firm. In the event that you fail to submit the documents sought by the Firm within the stipulated timeline or if any information provided by you to the Firm proves to be false or if you are found to have willfully withheld any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

16. SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annexure A at the time or prior to joining the Firm. In the event that you do not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/ or terminate this contract without any notice or compensation.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and submitting the same to us for the Firm's records.


Thanking you.
Yours faithfully,
for EY Global Delivery Services India LLP

Signed By: DIVYA PARIHAR
Reason: Offer Letter
Location: Bangalore
Date: 01/07/2022 17:55:00

Authorized Signatory

I hereby accept the offer and terms and conditions of contract set forth above.

Signed: _____ Date: _____
Ashish Singh
Name: _____


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



You will not be permitted to join the Firm without sufficient number of photocopies of the credentials along with the originals and photographs as mentioned in the below table:

Educational qualifications as furnished in your Curriculum Vitae		
	Relevant or supporting document:	Number of photocopies along with original
Tenth or Matriculation	Pass certificate from the concerned Board of Exam OR Compiled mark sheet	1
Twelfth or pre degree or Diploma	Pass certificate from the concerned Board of Exam OR Compiled mark sheet	1
Graduation	Degree Certificate from the University OR Compiled mark sheet	1
Post Graduation (If applicable)	Post Graduation Certificate from the University OR Provisional certificate OR Compiled mark sheet	1
Work experience as furnished in your Curriculum Vitae		
Relieving letter or Experience certificate	Relieving letter or experience certificate of all the previous employers OR Offer letter and a hard copy of the resignation acceptance mail	1
Personal information		
ID Proof	PAN card and one of the following address proofs: Election Identity card OR Passport OR Ration card	2
Nationality Proof	Copy of Passport	1
Background Verification		
Background Verification Form	Form with all complete details along with signature in original (form will be sent to you by the GSS Kerala on-boarding team)	
Supportive documents	Copies of the following documents need to attached along with the background verification form: <ul style="list-style-type: none"> All marksheet and Degree certificate for highest educational qualification Last 3 months salary slip/most recent increment letter for most recent employer Relieving/Experience letter from most recent employer Permanent Address proof (Aadhar card/Voters ID, Passport/Driving License/Ration card which shows candidates name/domicile certificate/LPG consumer card) 	
Photographs	Please provide five hard copies of your photograph in white background and one soft copy (via email prior to joining to GSSK.onboarding@xe04.ey.com), Specifications: <ul style="list-style-type: none"> The Photograph should be a straight shot/No slanted or Angle shots Both the ears should be visible No smiling, teeth should not be visible Excess ornaments should be discouraged Gents in Suits - Ladies in formals White background is required 	

Director

Dronacharya Group of Institutions

This file is signed using Digital Signature. 27, KP III, Greater Noida-201305



Annexure B

Name	Ashish Singh	
Rank	51	Service Line: DnA - VME
Contract Period	From	To
	17 January, 2022	15 July, 2022
COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	8,400	1,00,800
House Rent Allowance (HRA)	4,200	50,400
Advanced Statutory Bonus	2,223	26,680
Transport Assistance	1,600	19,200
Other allowance including flexible	1,906	22,872
Employer's ESI contribution	871	10,448
Employer's Provident Fund (PF) contribution	1,800	21,600
Total Cost to Firm (CTC)	21,000	2,52,000

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		14,945
Total of Benefits		14,945

Insurance benefits

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 4,00,000	Floater cover for self. The premium stated is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal.
Group Personal Accident Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.
Group Term Life Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.



Director

Dronacharya Group of Institutions

This file is signed using Digital Signature. 27, 18-11, Greater Noida-201306

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Friday, April 8, 2022 1:14 PM
To: TPO, Richa Jaiswal_Greater Noida
Cc: principal@ggnindia.dronacharya.info; 'Director Director'
Subject: Ericsson Global Hiring - Batch 2022
Attachments: image002.png

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: Red Category, Green Category

Dear Richa Ma'am,

As discussed, please find below selection mail from Ericsson.

We are glad to share the select list of students for Ericsson

Candidate Id	Name	Mobile	Email
29988378	Shubham Sharma	+91 7011118435	shubham.21708@ggnindia.dronacharya.info
29996090	Kriti Sharma	+91 9319564556	kriti2805@gmail.com
30015011	Udit Malik	+91 8860193421	uditm9699@gmail.com
29987505	Aayush Saini	+91 9817533868	aayushreigns@gmail.com
30021241	Gaurv Pandey	+91 9205460106	Gauravpsndelhi@gmail.com
30022227	Sahil Sandhu	+91 9354360441	sahilsandhu280600@gmail.com
30022911	Neelima	+91 8860752335	neelimapatwal9999@gmail.com
30014831	Enjoy Maity	+91 8637538073	njoymaity@gmail.com
30017120	Harjot Singh	+91 9667347666	singharjot1999@yahoo.com
30022987	Manvendra Singh	+91 9205433951	manvendra.21609@ggnindia.dronacharya.info
30026076	Satyam Singh	+91 9650949800	satyam.21111@ggnindia.dronacharya.info

Thanks & Regards

Renu Dua

Training & Placement Officer

Dronacharya College of Engineering, Khentawas, Gurgaon - 122506

Ph. +91-124-2375502

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Ericsson Confidential
INTERNSHIP LETTER

Date
2022-05-05

Reference
EGIL/HR-22:3379 Uen

Your Date

Your Reference

Attending to this matter
NO/EGI/H Abhishek Kumar LL/SJ

Ms. Kriti Sharma

Dear Ms. Sharma,

This has reference to your request letter for Internship in our organization and subsequent discussion regarding the same. We are pleased to allow you for this training in our organization (Virtually), starting from 16-May-2022 to 16-Nov-2022.

You will be assigned a project upon joining by Harkirat Singh

Please contact Harkirat Singh on the day of joining.

With best wishes
Yours sincerely,
For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

Abhishek Kumar LL
Head of People GSC & EGI

Ericsson India Global Services Private Limited
Knowledge Boulevard,
A-8A, Sector 62A, NOIDA
INDIA - 201 309
www.ericsson.co.in / www.ericsson.com

Tel: + 91 120 3029200
Tel: + 91 120 4256000
Fax: + 91 120 3029135

Registered Office
4th Floor, Dakha House
18/17, W.E.A., Pusa Lane,
Karej Bagh,
New Delhi 110 005 INDIA

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



BRAND MANTRA

Unit Number 3rd Floor, 5G, Shahpur Jat
New Delhi 110049

Engagement Letter

Dated: 14-04-2022

Sub: - Employment Under Fixed Period Appointment

Dear Milli,

Congratulations on being selected for the post of **Intern – Project Associate** to work with IQVIA.

We are pleased to offer you employment as **Project Associate** for our very reputed client IQVIA on the following terms and conditions:

01. You will be paid a stipend of **INR 12,000/-** per month.
02. Your appointment is valid with effect from **18th April to 18th June, 2022**.
03. Your appointment is subject to your being found medically fit.
04. Your Services can be terminated on immediate effect if your work does not match the expected quality
05. Your working days will be from Monday to Saturday.
06. The location of your appointment shall be at the discretion of the client's business requirements.
07. You will be governed by general conditions of services other regarding discipline and other matters as applicable to other employees of the company.
08. You will be responsible for safekeeping of Assets and return in good condition and order of all company property which may be in your use, custody or charge.
09. You are required to provide confirmation of the receipt of all payments made by the organization.
10. No certificate will be provided in any case of resignation in the middle of your tenure. Your full and final settlement will be done once you submit all the assets of the organization been provided to you for the project. Clearance Certificate/No Dues Certificate is required at the time of Resignation, Termination of Job or closure of the project. In case of non-submission of assets disciplinary actions will be taken.
11. If the above terms and conditions are acceptable to you, the duplicate copy of this offer can be signed as a token of acceptance.

To confirm your acceptance of the above terms and conditions, you are requested to sign this letter and revert.
Thanking you,



[Authorized Signatory]

I hereby confirm that I have read and understood all the above-mentioned terms and conditions and I agree to abide by all the above said terms and conditions of this agreement.

Name:

Signature:

Date:

Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306



BRAND MANTRA

Unit Number 3rd Floor, SG, Shahpur Jat
New Delhi 110049

Engagement Letter

Dated: 14-04-2022

Sub: - Employment Under Fixed Period Appointment

Dear Anmol,

Congratulations on being selected for the post of **Intern – Project Associate** to work with IQVIA.

We are pleased to offer you employment as **Project Associate** for our very reputed client IQVIA on the following terms and conditions:

01. You will be paid a stipend of **INR 12,000/-** per month.
02. Your appointment is valid with effect from **18th April to 18th June, 2022**.
03. Your appointment is subject to your being found medically fit.
04. Your Services can be terminated on immediate effect if your work does not match the expected quality
05. Your working days will be from Monday to Saturday.
06. The location of your appointment shall be at the discretion of the client's business requirements.
07. You will be governed by general conditions of services other regarding discipline and other matters as applicable to other employees of the company.
08. You will be responsible for safekeeping of Assets and return in good condition and order of all company property which may be in your use, custody or charge.
09. You are required to provide confirmation of the receipt of all payments made by the organization.
10. No certificate will be provided in any case of resignation in the middle of your tenure. Your full and final settlement will be done once you submit all the assets of the organization been provided to you for the project. Clearance Certificate/No Dues Certificate is required at the time of Resignation, Termination of Job or closure of the project. In case of non-submission of assets disciplinary actions will be taken.
11. If the above terms and conditions are acceptable to you, the duplicate copy of this offer can be signed as a token of acceptance.

To confirm your acceptance of the above terms and conditions, you are requested to sign this letter and revert.

Thanking you,



[Authorized Signatory]

I hereby confirm that I have read and understood all the above-mentioned terms and conditions and I agree to abide by all the above said terms and conditions of this agreement.

Name:

Signature:

Date:

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



BRAND MANTRA

Unit Number 3rd Floor, 5G, Shahpur Jat
New Delhi 110049

Engagement Letter

Dated: 14-04-2022

Sub: - Employment Under Fixed Period Appointment

Dear Meharban,

Congratulations on being selected for the post of **Intern – Project Associate** to work with IQVIA.

We are pleased to offer you employment as **Project Associate** for our very reputed client IQVIA on the following terms and conditions:

01. You will be paid a stipend of **INR 12,000/-** per month.
02. Your appointment is valid with effect from **18th April to 18th June, 2022**.
03. Your appointment is subject to your being found medically fit.
04. Your Services can be terminated on immediate effect if your work does not match the expected quality
05. Your working days will be from Monday to Saturday.
06. The location of your appointment shall be at the discretion of the client's business requirements.
07. You will be governed by general conditions of services other regarding discipline and other matters as applicable to other employees of the company.
08. You will be responsible for safekeeping of Assets and return in good condition and order of all company property which may be in your use, custody or charge.
09. You are required to provide confirmation of the receipt of all payments made by the organization.
10. No certificate will be provided in any case of resignation in the middle of your tenure. Your full and final settlement will be done once you submit all the assets of the organization been provided to you for the project. Clearance Certificate/No Dues Certificate is required at the time of Resignation, Termination of Job or closure of the project. In case of non-submission of assets disciplinary actions will be taken.
11. If the above terms and conditions are acceptable to you, the duplicate copy of this offer can be signed as a token of acceptance.

To confirm your acceptance of the above terms and conditions, you are requested to sign this letter and revert.
Thanking you,



[Authorized Signatory]

I hereby confirm that I have read and understood all the above-mentioned terms and conditions and I agree to abide by all the above said terms and conditions of this agreement.

Name:

Signature:

Date:


Director

Dronacharya Group of Institutions
27, Phase III, Greater Noida-201306

Compose

Inbox 1656

Starred

Snoozed

Sent

Drafts 62

More

Labels

On 09/07/2022 02:08 PM IST Jyotsna Sharma <jyotsna.sharma@dynata.com> wrote

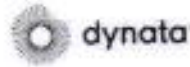
Hi Vikash,

Congratulations !!

We are pleased to confirm that you have been selected to work for Dynata. We are delighted to make you a part of our Organization. Please share the following documents and details as soon as possible, so we can release the offer letter.

- Your full name as per Aadhaar
- Soft Copy of Aadhar Card and Pan Card
- Your current complete address with pin code
- Your all educational documents soft copy (Class 10th and 12th Mark sheet, Graduation mark sheet and certificate and P

Thank you,



Jyotsna Sharma
HR Associate

dynata.com


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)

CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Feb'2022

Dear Mr Hritvik Yadav S/o Sh. Ashok Kumar,
HN-1296, Sec-10A, Gurugram

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization


Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)



(Acceptance Signature)


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Office & Work : Plot No 59, 63, 72, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India
Telephone : 0124-4075021, 4052608

E-mail : info@prideindiaengineering.com, marketing@prideindiaengineering.com



Pride India Engineering Solutions Pvt. Ltd

[An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company]

CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Feb/2022

Dear Mr Manish Kumar S/o Sh. Ramjanam Prasad Yadav,
Vill-Tilhar, Ekdanga, Belchhi, Patna, Bihar.

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

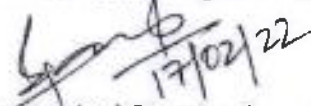
The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)



(Acceptance Signature)


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Office & Work : Plot No 59, 63, 72, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India

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Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)

CIN No.UZ9309HR2019PTC078555

INTENT LETTER

17th Feb'2022

Dear Mr Prince S/o Sh. Gajender Singh Chauhan,
Vatika Kunj, Maruti Kunj, Bhondsi, Sohna Road
Gurugram

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college **Dronacharya College of Engineering** and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a **Graduate Engineer Trainee** at **M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana**, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

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- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.

(Authorized Signatory)



(Acceptance Signature)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Office & Work : Plot No 59, 63, 72, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India

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Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)

CIN No.U29309HR2019PTC078555

INTENT LETTER

17th Feb'2022

Dear Mr Waquar Ahamad Ansari S/o Sh. Nazimullah Ansari,
HN-RZ-168, Block -B, Arjun Park
New Delhi

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college **Dronacharya College of Engineering** and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a **Graduate Engineer Trainee** at M/s **Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana**, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque

The formal offer of appointment will be given to you within one week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

Wishing you all the best and welcome you to our organization


Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)



(Acceptance Signature)


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Office & Work : Plot No 59, 63, 72, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India

Telephone : 0124-4075021, 4052608

E-mail : info@prideindiaengineering.com, marketing@prideindiaengineering.com



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G-130, Second Floor, Sector 63, Noida - UP
info@designoweb.com
www.designoweb.com
0120-4279861

Letter of Offer for Employment

Date: 10th January, 2022

To

Aman Chawla,

Noida

(U.P)

Dear Aman

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization Business Development Executive in **Designoweb Technologies Pvt. Ltd.** with effect from joining date on or before **17th Jan 2022**.
Your place of work will be: **G 130, 2nd Floor, Sector 63, Noida (U.P.)**.

You will be paid gross emoluments as detailed in Annexure – A.

Warm
Regards,

ANKITA CHAUHAN

HR Head


Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306



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info@designoweb.com

www.designoweb.com

0120-4279861

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

On the day of your joining, you are required to submit the following:

1. Self-attested copies of all academic certificates and mark sheets.
2. Self-attested copies of professional credentials from last and all previous employers, including.
 - a. Appointment Letter.
 - b. Relieving letter and experience certificates
 - c. Salary certificate/Pay slip and Form 16.
3. Photographs (4 passport size)
4. Photo copy of passport (first two and last two pages).
5. Copy of Pan Card.

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

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Your truly

For Designoweb Technologies Pvt. Ltd.

ANKITA CHAUHAN
HR HEAD


Director
Dronacharya Group of Institutions
27, KP-III, Distt. Noida-201306



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info@designoweb.com
www.designoweb.com
0120-4279861

Annexure – A

Our offer to you as a **Business Development Executive** subject to the execution of the Service Agreement. Total gross salary will be **INR 4 LPA TO 6 LPA** according to the performance & training period stipend will be INR 15,000 per month for 3 months.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/ nominee.

1. Nature of Work:

Your nature of work mainly includes all the aspects of the (Duties and responsibilities) Software development, deployment, design and client interaction as well as any other adhoc duties assigned to you from time to time. You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be as- signed and explained to you by your senior from time to time.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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2. Working Hours:

The regular working hours of the company are from (Office timings) Monday to Friday 9:30 am to 6:30 pm. You will be required to work extra hours as and when required and informed by your senior.

3. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/ Assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in training programmes without any extraneous circumstances would lead to automatic termination of your employment.

5. Performance Reviews/Appraisal:

The Company has a policy of annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance rating achieved during the appraisal period.

6. Intellectual property rights

If during the period of employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged


—Director

Dronacharya Group of Institutions
27, K.P. Road, Sector 63, Noida - 201 301



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info@designoweb.com

www.designoweb.com

0120-4279861

8. Restrain

1. Access to Information:

Information is available on need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

2. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data. Leave

9. Leave

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company.

10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.


Director
Dronacharya Group of Institutions
27, K.P. Road, Noida-201306



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11. Termination of Service:

1. If your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training /employment can be terminated by the company without any notice or salary thereof.
2. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice termination or notice pay.
3. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.
4. On confirmation you will be required to give one & half month' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the one & half month' notice period.

12. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your Statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. As joining date is already confirmed, so you need to join on confirmed date, otherwise company has right to penalize you.


Director

Dronacharya Group of Institutions
27, K-130, Sector 63, Noida-201304



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0120-4279861

Letter of Offer for Employment

Date: 10th January, 2022

To

Kartik Goswami,

Noida

(U.P)

Dear Kartik

Sub: Letter of Offer for Employment


We are pleased to offer you an appointment in our organization Business Development Executive in **Designoweb Technologies Pvt. Ltd.** with effect from joining date on or before **17th Jan 2022**. Your place of work will be: **G 130, 2nd Floor, Sector 63, Noida (U.P.)**.

You will be paid gross emoluments as detailed in Annexure – A.

Warm
Regards,

ANKITA CHAUHAN

HR Head


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201305



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Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

On the day of your joining, you are required to submit the following:

1. Self-attested copies of all academic certificates and mark sheets.
2. Self-attested copies of professional credentials from last and all previous employers, including.
 - a. Appointment Letter.
 - b. Relieving letter and experience certificates
 - c. Salary certificate/Pay slip and Form 16.
3. Photographs (4 passport size)
4. Photo copy of passport (first two and last two pages).
5. Copy of Pan Card.

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

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Your truly

For Designoweb Technologies Pvt. Ltd.

ANKITA CHAUHAN
HR HEAD

Director

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306



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Annexure – A

Our offer to you as a **Business Development Executive** subject to the execution of the Service Agreement. Total gross salary will be **INR 4 LPA TO 6 LPA** according to the performance & training period stipend will be INR 15,000 per month for 3 months.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/ nominee.

1. Nature of Work:

Your nature of work mainly includes all the aspects of the (Duties and responsibilities) Software development, deployment, design and client interaction as well as any other adhoc duties assigned to you from time to time. You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be as- signed and explained to you by your senior from time to time.

Director

Dronacharya Group of Institutions
27, KP-III, Sector, Noida-201306



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2. Working Hours:

The regular working hours of the company are from (Office timings) Monday to Friday 9:30 am to 6:30 pm. You will be required to work extra hours as and when required and informed by your senior.

3. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/ Assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in training programmes without any extraneous circumstances would lead to automatic termination of your employment.

5. Performance Reviews/Appraisal:

The Company has a policy of annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance rating achieved during the appraisal period.

6. Intellectual property rights

If during the period of employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged

Director

Dronacharya Group of Institutions
27, KP-11, Sector 63, Noida-201306



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8. Restrain

1. Access to Information:

Information is available on need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

2. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data. Leave

9. Leave

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company.

10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.

Director

Dronacharya Group of Institutions
27, KP-III, Sector 63, Noida-201306



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11. Termination of Service:

1. If your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training /employment can be terminated by the company without any notice or salary thereof.
2. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice termination or notice pay.
3. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.
4. On confirmation you will be required to give one & half month' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the one & half month' notice period.

12. Standing Orders:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your Statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. As joining date is already confirmed, so you need to join on confirmed date, otherwise company has right to penalize you.


Director
Dhanacharya Group of Institutions
137, K.P.S. Road, Noida - 201306



Offer of Employment- Chandan Mishra (Media Logger) Inbox



HR Tabsons 2 days ago

to me, tabsons, accounts, Ga... ▾



Dear Mr. Chandan Mishra,
We are pleased to offer you the position of "Media
Logger" at Tabsons India. We are confident that
you will contribute your skills and
experience towards the growth of the
organization.

As discussed, your starting date will be **May 9th,
2022** i.e **Monday**. You are requested to send below
mentioned documents via email by end of the day
and bring the photo-copies of your following
documents with originals on the date of joining:-

1. Previous employment letter, if applicable
2. Relieving letter from previous employer, if applicable
3. Drawn salary records of last 3 months, if applicable
4. Graduation or equivalent degree and Xth / XIIth certificates
5. 2 Photographs
6. Photo identity proof
7. Permanent Residence proof



documents with originals on the date of joining.-

1. Previous employment letter, if applicable
2. Relieving letter from previous employer, if applicable
3. Drawn salary records of last 3 months, if applicable
4. Graduation or equivalent degree and Xth / XIIth certificates
5. 2 Photographs
6. Photo identity proof
7. Permanent Residence proof
8. Current Residence proof
9. Valid Bank Account Number
10. Police Verification Certificate from area of permanent residence

The terms and conditions of your employment will be kept confidential and will not be disclosed, requesting the same from you.

Kindly give your acceptance over the email.

Regards,

HR Executive
Ms. Geetika
Prabhakar
7696561326
Plot No. 754, Pace

city II
Sector 37, Gurugram 122001

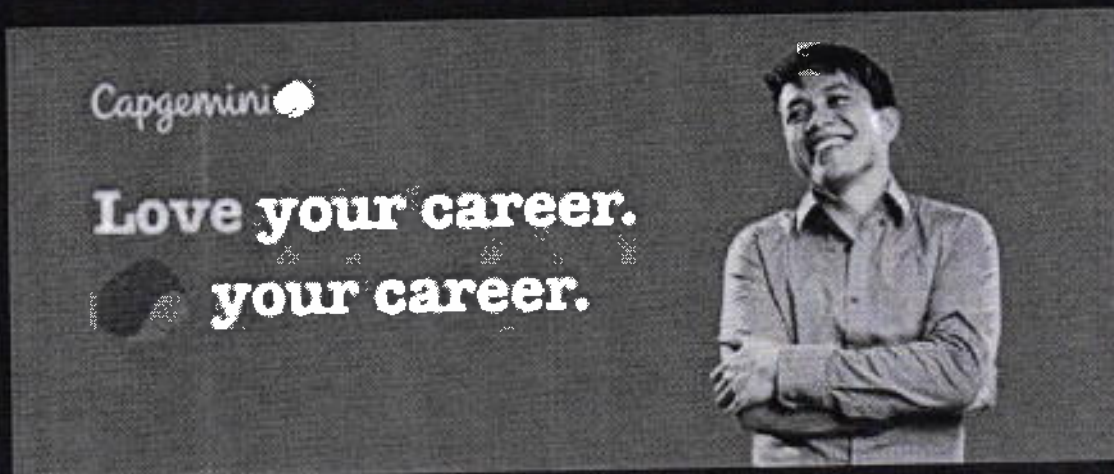
www.tabsons.com

Capgemini congratulates you on your selection and presents you our Letter Of Intent

Inbox



Capgemini vi... 11/15/2021
to me ▾



Most Ethical
Company -
Eight times in a
row



We're highly-
rated on
Glassdoor



Capgemini
Research
Institute ranked
#1



Our gender
balance
initiatives



Our global
client stories

Dear Smita Singh,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the **Letter of Intent**.

Date: 19-7-2022

Dear Mr. Bal Krishan

Offer of Employment

This is with reference to your application and interview you had with us. We are pleased to offer you a job position as per the following details:

Job Title : Graduate Trainee Engineer

Reporting Location on joining date: Go Alubuild Pvt. Ltd., Office No. 305, 3rd Floor, Sushant Tower, Sushant Lok -II, Sector 56, Gurugram-122011, and Haryana.

Remuneration : CTC Rs. 16,000/- (Rupees Sixteen thousand only).
Statuary deduction and contribution as applicable will be as per law.

Terms & Conditions : As explained and agreed

Joining Date /Period : On or before 19 July 2022

Your offer is valid only up to the above joining date.

You will be on probation for a period of Six months. After successful completion of your probationary period, your services will be confirmed in writing. Your services will not be treated as confirmed unless a communication to this effect is issued to you in writing. This employment may be terminated by either party in writing by giving Ten days' notice during the probation period or notice pay in lieu thereof. After successful completion of the probation period, the employment can be terminated by either party by giving one month notice or notice pay in lieu thereof.

Your services are transferable to any project site or location within the country where the company has undertaken work or may undertake, solely at the discretion of the Management.

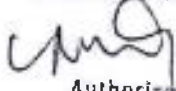
Detailed appointment letter shall be issued to you subsequent to your joining.

This offer of employment is subject to the reference check.

You are requested to submit the following documents at the time of joining:

- 2 copies of colored passport size photographs

For Go Alubuild Pvt. Ltd.



Authorized Signatory

Go Alubuild Pvt. Ltd.,
LG-04, DLF Star Mall, Sector -30, Gurugram 122001, Haryana (India)
Corporate & Registered Office:

Tel. : +917217811194 / email : go@goalubuild.com
CIN : U74699HR2018PTC073263
www.goalubuild.com

27, 11/11, Sector 30, Gurugram-122001

Scanned with CamScanner

- b. Copies educational qualifications certificates.
- c. Copy of your aadhar & PAN Card
- d. Relieving letter and Salary Certificate from the previous employer (if applicable)
- e. Form 16, Form 12 B & investment proof from the previous employer if applicable
- f. Copy of cancelled cheque or bank passbook

We welcome you and look forward for a long and mutually fruitful association.

Kindly Acknowledge and confirm your date of joining.

Thanks and regards,

For Go Alubuild Pvt. Ltd.

For Go Alubuild Pvt. Ltd.

[Signature]
Authorised Signatory
Authorised Signatory

Balbiran
.....

Accepted

← 3562_001



motherson  **Samvardhana Motherson International Limited**
 (Formerly Motherson Data Systems Limited)
 Head Office: Plot No.1, Sector-02, Noida-Greater Noida Expressway, Noida - 201301, U.P., India
 Tel: +91-020-8679500, Fax: +91-020-8679270, Website: www.motherson.com

12th November 2022

Mr. Gaurav Pandey
 D-51 Pradhan Enclave Buzari
 New Delhi 110084

LETTER OF OFFER

Dear Mr. Gaurav

This has reference to your application and subsequent discussions with us for employment in our organization.

We are pleased to offer you the employment in our organization as "Graduate Engineer Trainee" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **14th November 2022 at 9.00 AM.**

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory).
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport Size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However, if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.


Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
 For Samvardhana Motherson International Limited


Surbhi Chaturvedi
 Assistant General Manager- HRM

Head Office
 Unit - 704, 2nd Wing, Old IIC, 2nd Block
 Sakshi Park Complex, Sakshi Park
 Mumbai - 400071, Maharashtra, India
 Tel: 022-4304850 Fax: 022-4334807
 Cell No.: 9422004789/992384910

Printed at the print of samvardhana motherson.com


 Director
 Dronacharya Group of Institutions
 27, KP-111, Greater Noida-201306

29th Dec-2021

Dear **Ms. Ananya Sharma**,

Reference to your application and subsequent interview, we are pleased to offer an **internship** in the company functions of "**Recruitment & Staffing**" at the ~~the~~ **CIEL** CIEL HR franchisee center based out at Noida- UP. Following are the terms and conditions of internship:

Compensation:

Fixed stipend of **INR 18,000/-** shall be paid to you on monthly basis.

Nature of Work:

- a) You will report to Center Head at Noida, or any other person nominated by the company.
- b) You are required to devote your total attention and abilities exclusively for the business of the Company. You will respect, obey and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. You shall not, while in the internship of the Company, be engaged in any other internship, conduct business whatsoever or hold any office of profit or accept any other emoluments without previous consent in writing of the Company. Breach of this condition could lead to immediate termination without notice.
- c) During the course of your internship and if the nature of your business so requires, the Company may send you for short term specialized training to enable you perform more effectively. You may also require to undertake business trips as per your job requirement to hold client meetings.
- d) The Company and the Management expects a performance from you of the highest order.
- e) Your performance will be appraised on regular intervals and would be part of your internship certificate.
- f) You are required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company and/or its Subsidiaries or Associate Companies, in case of any breach of discipline/trust, your internship may be terminated by the company with immediate effect. You are also required to sign the Secrecy Agreement upon your joining. All inventions, improvements, discoveries made by you either alone or with other persons, will become the sole property of the company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and assign the same to the company.

Termination

This contract of internship can be terminated by either side giving one week's notice or payment of salary (basic) in lieu thereof.

The Company reserves the right to terminate your internship without assigning any specific reason whatsoever.

— Director

Dr. Ananya Sharma is 1 of 3 of Institutions
27, KP-11 Noida-201305

The Company also reserves the right to terminate your internship without any notice or salary in lieu thereof on the grounds of misconduct, or even in the case of reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, or any act of indiscipline or inefficiency or for loss of confidence.

Place of Work

You may be asked to work from home or operate from office premises as per the company decision.

General

Internship is for a period of till your attainment of **graduation degree**. Post internship period, you shall be evaluated with respect to your work performance. On successful evaluation, you shall be absorbed on permanent role with monthly salary of **INR 25,000/-**

You will have to work between 09.30 A.M. and 06.30 P.M. from Monday to Friday. We are closed on all weekends. You will have to be flexible with your timings depending upon the company's requirement. Subject to the statutory provisions, the management may require you to work on holidays / off days as may be necessary and you shall promptly act in accordance with the instructions in this behalf.

You shall be entitled to **01 Special Leave** in one month during internship period. Leaves exceeding one day per month shall be on LWP basis. No work from home is allowed during internship period unless necessitated by government norm due to covid situation.

This appointment is subject to your being medically fit and submitting the self-declaration of your being capable of performing your duties without any constrain. The Management has the right to get you medically examined by any qualified medical practitioner during the tenure of your service.

All other standard and general rules, practices and policies of the Company as existing now and which may be amended from time to time will be applicable to you and you will be expected to abide by the same.

You shall be responsible for safe keeping and returning the property of the Company under your custody, if misused or led to damage, the cost of the property may be recovered from your salary.

This offer of internship is based on the information furnished in your application/joining form for internship. 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 internship based on this offer letter is liable to be terminated without notice or any compensation in lieu thereof.

The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

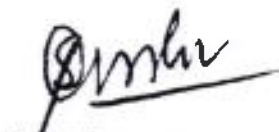
Your appointment is with effect from the date of joining i.e. **03.01.2022** . It becomes null and void if for any reasons you are not able to join on the committed date.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same to us.

You shall be required to submit **Aadhar card, PAN card and last semester marksheet** along with your acceptance of offer letter.

Whilst welcoming you to the CIEL HR Services, we wish you accelerated learning, which shall go in a big way to shape your career.

Best
Regards,



Susheel Kumar,
Designated Partner,
Kernel Gateway LLP-Noida



I hereby accept the above Terms and
Conditions

I confirm to join the internship
on.....

Signature _____

Date _____



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Infosys Campus Recruitment Program: Congratulations, you have a job offer

Inbox



Infosys Fresher... Mar 22
to Infosys



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. 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.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and 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. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

Director
Group of Institutions
Noida-201305

Software... x | k... x | Ina in Visu... x | Share your... x | Top 20 Prog... x | Get job with... x | Infosys Camp... x | WhatsApp... x

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Starred

Snoozed

Sent

Drafts 22

Spam

Unsent

More

Next

New meeting

Join a meeting

Hangouts

scod


DEEPA KUMAR

SYSTEMS ENGINEER

Infosys Campus Recruitment Program: Congratulations, you have a job offer

Infosys Freshers Recruitment infosys.recruitment@infosys.com

Thu, Mar 25, 11:52 AM (1 day ago)



Move forward.
See the world differently.

CAMPUS RECRUITMENT PROGRAM

Infosys

top

Great Place to Work Certified

Hi,

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 2.0 Lakh per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification if finalization of date is selected 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 infosys.recruitment@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

11:52 PM
21-Mar-22



Director

Dronacharya Group of Institutions

27, KP-III, Gwalior - Madhya Pradesh - 474006

Ref: PMI/HR/LOI/2022/17

Dated 04 February -2022

Mr. Shivji
Road no.01, Adarsh Colony, East India Nagar
Sampatchak, Patna
Bihar - 800020
Mob No. 8448621635

Dear Mr. Shivji,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization on the terms and condition as mutually agreed upon.

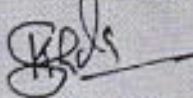
You are requested to join your duties with us on or before **08/02/2022**, in case you do not join by said date, your letter of intent shall automatically stand cancelled for which no separate notice will be sent. This letter is valid subject to your being found medically fit by Registered MBBS doctor. Please also note that this is a letter of intent only and detailed letter of appointment and responsibility chart as discussed at the time of interview shall be issued to you on joining your duties with us. Please sign the duplicate copy of this letter as token of your acceptance.

Please note that at the time of joining our organization, you will be required to submit the following mandatory testimonials/ documents: -

01. Original as well as photocopies of academic and professional qualifications.
02. Govt. ID proof like PAN, Aadhar card, Voter card, Ration card.
03. Three recent passport size-colored photographs
04. Medical fitness certificate by MBBS doctor.
05. Covid-19 fully vaccinated certificate copy

Thanking you

For PMI Electro Mobility Solutions Pvt Limited



SANDEEP KHOLA
(HEAD-HR)
Cc: Personal file


Director
PMI Electro Mobility Solutions Pvt Limited**PMI ELECTRO MOBILITY SOLUTIONS PRIVATE LIMITED**

Registered Office : B 11, 1st Floor, Greater Kailash Enclave II, New Delhi - 110048
Factory Address : Plot No. 39, Industrial Area, Dharuhera, Rewari, Haryana 123106
Tel. : 011 - 4557626 | www.fotonpmi.com | info@fotonpmi.com
CIN No. U45100DL2017PTC319899 | GSTIN : 06AAECJ0153A1ZB



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

Employment Offer Letter

May 27, 2022

Dear **Rishav Kumar**,

With reference to your test and Interview done with us, we are pleased to offer Appointment to you as "**Software Engineer Trainee**" on the terms and conditions given below:

You will be given initial CTC of **INR 4,11,600.00 (Four lakh Eleven Thousand six hundred) per annum** as per below, starting from the date of joining.

Salary to Employee : INR 3.90 lakh per annum .

Employer PF: Minimum INR 21,600 per annum

After 3 months of training your Salary will be revised to **5.0 lakh per annum**

1. Please confirm your exact date of joining within a 2 days time. Working days will be 5 days a week and this is subject to any change that may come into force in future. Working Days and hours may change based on urgency of a project or a demonstration.
2. You will be part of i2v Software Product Engineering team. After short period of training, you will be given projects, modules for software development, programming and/or related activities. Besides these you will also be self responsible for product innovation and new feature development. Your performance will be reviewed after 6 months based on your work. This period may be less based on results produced and company's performance.
3. This appointment offer is made to work in i2v office at **Gurgaon**. Based on current Covid situation you may be required to work from home.
- 4. You have to sign a 18 months agreement to work with i2v for minimum 18 months from date of joining.**
5. You will be required to execute Confidentiality Agreement, Terms and Conditions of Employment and such other agreements as may be required by i2V from time to time.
6. The employee/trainee will be required to engage in no full time or part time job or be involved in any way with competitor's or other business activities either directly or indirectly during your employment with the company.

www.i2vsys.com


Director
Drohacharya Group of Institutions
22, KP-III, Greater Noida-201306



Intelligent Integrated
Video Solutions

i2V Systems Pvt. Ltd.

Corporate Office:
Software Technology Parks,
Plot no 30, 3rd Floor,
Electronic City, Gurgaon, India

7. The employee/trainee will adhere to all the **rules and regulations** as per Company Policy.

The employee/trainee will not at any time divulge or make public any information regarding the research, products and administration of i2V Systems Private Limited, whether the same may be confided to you or become known to you, in course of your services or otherwise, except under legal obligations.

8. 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 i2V shall stand terminated/cancelled without any notice.

9. This enrollment and subsequent project allocation may be terminated by either party giving **60(sixty)** days notice. Whilst i2V reserves the right to release you upon your resignation prior to conclusion of your notice period without paying notice pay for the balance notice period, notice pay in lieu of notice is acceptable only on approval from your Project Leader.

10. You are required to accept this offer letter within 2 days time.

Kindly submit the following document on time of joining.

1. 10th, 12th, Graduation Semester and Post Graduation Certificates and other education qualification certificates.
2. Salary slips(if any) of last 3 months.
3. 2 passport size photographs.
4. Relieving letter from the last company

Welcoming you onboard and wishing you a long and mutually rewarding career with us. Please send us a confirmation for the same with exact date of joining.

Thanks and Regards,

For i2V Systems Pvt. Ltd.

(Sumit Aggarwal)

Founder

Name of the Employee

Signature: _____
Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306

- Adarsh Dubey and Himanshu Karki have been selected by BEE TEL TELETECH LIMITED (Company Address - 1st Floor, B Wing, Plot No.16,Udyog Vihar Phase 4 Gurugram 122015, Haryana) for Implementation And Support Executive Profile.
- Candidates will be on third party payroll i.e. on the payroll of Kutumbh Care Pvt Ltd.(Company Address - B-154, SECTOR-63, NOIDA,Gautam Buddha Nagar,State Name : Uttar Pradesh, Code : 09)
- The working location would be Airtel NOC Manesar
- CTC: 2.50LPA
- It would be Work from Home till the situation improves.
- Online training would be given.
- Assets like a laptop would be provided.
- Candidates are expected to join on an immediate basis once an offer letter is received.

Date: Tue, Jan 11, 2022 at 3:32 PM

Subject: Fwd: Fwd: Need freshers_ Cnergee Technologies Pvt. Ltd.


To: TPO <tpo@ggnindia.dronacharya.info>

Dear Renu,

Adarsh Dubey and Himanshu Karki have been selected for Implementation And Support Executive Profile.

- Location: Manesar
- CTC: 2.50LPA
- It would be Work from Home till the situation improves.
- Online training would be given.
- Assets like a laptop would be provided.

As discussed, please share a letter mentioning that college is allowing these candidate to do a full time job.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Himanshu Karki

June 8th, 2022

Dear Himanshu,

This is with reference to the various discussions you had with us.

Congratulations!!!

We are pleased to offer you the following

1. The position of **Ecommerce Analyst**
2. **Rs. 6,00,000 (Six Lakh only) Annual Compensation Fixed**

You are requested to join us latest by 13th June 2022, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

We look forward to your arrival as an employee of our organisation and are confident that you will play a key role in our company's expansion.

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please send us a written confirmation on the offer acceptance with a joining date.

Regards,

Nitin Agarwal
Co-founder & CEO

A handwritten signature in green ink, appearing to read "Dronacharya", written over a faint circular stamp.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Date: 4 March 2022

Dear Gurpreet,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. 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 **5th March 2022**

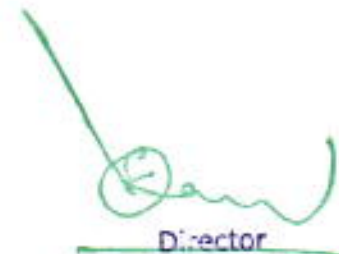
Failure of confirmation of acceptance of this offer on your part by **5th March 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Work Together, Progress Together



Annexure 1

Compensation Break-down		
Employee Name	Gurpreet Singh	
Designation	Quality Analyst	
Grade	-	
Department	Professional Services	
Cost to Company	Rs.3,00,000/-	
Components	PM	PA
Basic	10000	120000
HRA	5000	60000
Leave Travel Allowance	0	0
Statutory Bonus	833	9996
Special Allowance	6167	74004
Fixed Component	22000	264000
Company PF	1800	21600
Variable Bonus	0	0
Joining Bonus	0	0
First Half Yearly Variable Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	23200	278400
Total CTC	25000	300000
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




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


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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


Director
Dronacharya Group of Institutions
27, XI-III, Greater Noida-201309

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Thursday, November 25, 2021 9:57 AM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; 'Director Director'; tpo@ggnindia.dronacharya.info
Subject: Hexaware Technologies || GET Selects 2022 Batch || Dronacharya Group of Institutions
Attachments: image001.jpg
Importance: High
Categories: Red Category, Green Category

Dear Ma'am,

Congratulations!!

Please find below selection details received from Hexaware Technologies.

Congratulations! We are delighted to inform you that below students from your institute have been selected in our GET - Virtual campus recruitment process – 2022.

FirstName	MailID	University/ CollegeRegistrationID	U.G.Degree (B.E/B.Tech)	U.G.Degree Stream	
Rashi Saini	rashisaini224@gmail.com	1823011036	B.Tech (Hons.)	CSE	Institutions
Vikrant Singh	vikrant.13549@gnindia.dronacharya.info	1823011045	B.Tech	CSE	Institutions
Deepak Kumar	dk56099@gmail.com	13033	B.Tech	CSE	Institutions

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.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their interest, they will be subject to further selection process for **PGET (Coding round + Additional Tech / MC Interviews)**.

Please note that if the candidate who chooses to appear for Upgradation to PGET fails to clear the same, he/she will continue to hold the GET offer

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

Mobile- 9990797776, 9910380107

email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info

Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Director
Dronacharya Group of Institution
27, KP-III, Greater Noida-201306

15:09

49%



In R& D Department Inbox



Reema Chand... 9/28/2021
to Reema ▾



Date: 28-09-2021

Dear Candidate,

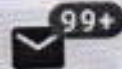
Congratulations !!!

We are pleased to offer you the position of Trainee in R& D Department with **M/s. Beam Infotech Private Limited** based on your application and subsequent interview with us.

You will on Probation For a period of Six Month, from your date of joining which will be on Jan'2022

Your initial compensation package includes an Monthly Stipend of Rs.10,000. Your initial posting and reporting will be at Gurgaon based 'operational office'. You may, however, be required to move/relocate to any other

Director
Dronacharya Group of Institution
27, KP-III, Greater Noida-201309





required to move/relocate to any other location where the organization has its office and operations either on temporary or on permanent basis.

You are requested to submit your documents on or before January'2022 beyond which this offers stands cancelled unless otherwise either party communicates the said delay beforehand. This letter does not constitute your appointment which will be affected only after completion of various formalities and your acceptance of the terms of appointment as offered to you when you join us.

Please bring along the below listed documents/details on your day of joining.

- 2 Passport size Photographs of yourself
- Original Academic Certificates (all from 10th to last qualification).



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308

15:09

🔔 🔌 📶 🔋



yourself

- Original Academic Certificates (all from 10th to last qualification).
- Pan Card/ Voter ID card / Aadhar Card / Passport.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion.

The Duplicate copy of this letter may please be returned to as duly sign as a token of your acceptance.

Thanks & Best Regards,

Reema Chandna

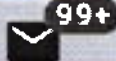
Beam Group of Companies

Plot No. 550 D, Pace City II

Sector 37, Gurugram 122001, HR (India)

Director

Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306



ons
3

TPO

From: gaurav pandey <gauravpsndelhi@gmail.com>
Sent: Tuesday, November 30, 2021 2:57 PM
To: tpo@gnindia.dronacharya.info
Subject: Re: Offer Letter | Effectual Services | Confidential
Attachments: image001.png; image002.jpg; image003.jpg; image004.png; image005.jpg; image005.jpg

Categories: Red Category, Green Category

On Thu, Nov 25, 2021, 12:55 PM Upanshi Mittal <upanshi.mittal@effectualservices.in> wrote:

Hi Gaurav,

Hope you are having a good day!!

Further to your discussion with us, we are pleased to extend an offer of employment towards you and your joining date will be **January 05, 2022** & your reporting time will be **9:00 AM**. Your work location will be our **NOIDA** office (Address: A- 05, NSEZ, Noida Phase II, Noida- Dadri Road, Noida, Uttar Pradesh- 201305)

You are requested to send us following by Monday EOD for further process:

- Resignation Email
- Acceptance of this Offer

You are also requested to provide us soft copy of below mentioned documents for further process and to carry hard copy of the same on the date of joining:

1. 7 Passport Size Photographs
2. PAN Card
3. Aadhar card
4. Voter's ID card
5. Passport
6. 10th Degree and Marksheets
7. 12th Degree and Marksheets
8. Relieving letter/ Experience Letter from the current/last company you are working in.
9. Last 3 months' salary slips
10. Last 3 months bank account statement in which salary was credited.



Director

Dronacharya Group of Institutions
27, Noida, Uttar Pradesh

11. Cancelled cheque

Please feel free to contact us in case you have any queries.

Request you to submit these documents in hardcopy on the date of joining.

Looking forward to work with you.

Warm Regards,


Upanshi Mittal

Senior Associate – Human Resources | Effectual Services | *Delivering Excellence in Every Engagement* | Office: 0120-4522210/11 | Direct: +91 8441954746 | www.effectualservices.com



Please consider the environment before printing.

This message (including any attachments) contains confidential and privileged information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and are hereby notified that any disclosure, copying, or distribution of this message, or the taking of any action based on it, is strictly prohibited. When addressed to our clients any opinions or advice contained in this email are subject to privilege and the terms and conditions expressed in the governing client engagement letter.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

to Reema ▾

Date: 28-09-2021

Dear Candidate,

Congratulations !!!

We are pleased to offer you the position of Trainee in R&D Department with M/s. ~~Beema~~ Infosoft Private Limited based on your application and subsequent interview with us.

You will be on Probation For a period of Six Month, from your date of joining which will be on Jan'2022.

Your initial compensation package includes an Monthly Stipend of Rs 10,000. Your initial posting and reporting will be at Gurgaon based 'operational office'. You may, however, be required to move/relocate to any other location where the organization has its office and operations either on temporary or on permanent basis.

You are requested to submit your documents on or before January'2022 beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand. This letter does not constitute your appointment which will be affected only after completion of various formalities and your acceptance of the terms of appointment as offered to you when you join us.

Please bring along the below listed documents/details on your day of joining.

- 2 Passport size Photographs of yourself
- Original Academic Certificates (all from 10th to last qualification).
- Pan Card/ Voter ID card / Aadhar Card / Passport.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion. The Duplicate copy of this letter may please be returned to us duly sign as a token of your acceptance.

Thanks & Best Regards,

Reema Chandna

~~Beema~~ Group of Companies

Plot No. 55 D, Pace City II

Sector 37, Gurugram 122001, HR (India)

Ph:+91-0124-4234850, 9718103100

E-mail : hrservices@beemainfo.com

♻️ Switch off | ♻️ Recycle always | ♻️ Let's Keep Our World Green

You can't say a company is the best, unless their service exceeds the expectation of the Customer & employees!!


Director

Dr. Anshu Chugh
27, Nr-111, Gurgaon, Haryana-201306
of Institutions

Date: 4th December 2021

Dear Gaurav Pandey,

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 Lakhs** per annum (Three Lakhs Fifty thousand rupees per annum). 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 **5 December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5 December 2021**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR



Director

Dr. Anshu Bhatnagar Group of Institutions
24, Sector-13, Greater Noida-201306

A Cloud Computing Solution Company

Annexure 1

Compensation Break-down		
Name	Gaurav Pandey	
Designation	Salesforce Developer	
Grade		
Department	Professional Services	
Cost to Company	3.5 LPA	
Components	PM	PA
Basic	11666.664	139999.968
HRA	5833.332	69999.984
Leave Travel Allowance	0	0
Statutory Bonus	971.83	11661.96
Special Allowance	7694.834	92338.008
Fixed Component	26166.66	313999.92
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27366.66	328399.92
Total CTC	29166.66	350000
Notes:		

A Cloud Computing Solution Company

 Director
 Dreescharya Group of Institutions

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

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)

Director

Dronacharya Group of Institutions
27, KP-IT, Greater Noida-201305

A Cloud Computing Solution Company

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.
- 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.

This is a digitally produced letter no physical signature is needed.



Director

Dronacharya Group of Institutions
27, VPO, Sector-63, Noida-201307

A Cloud Computing Solution Company



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2022 : Vinove Software Ltd

1 message

Careers @ Vinove <careers@vinove.com>

3 November 2021 at 09:05

To: kartikgoswami0506@gmail.com

Cc: Rahul vinove <rahul@vinove.com>, richa.jaiswalgnindia.dronacharya@gmail.com

Hi,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Developer Grade "T" in our organization.A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the documentation by 9th November 2021.You will be required to join their duties on or before **January 2022 at 9:00 AM** at the following address:Vinove Software & Services Pvt. Ltd.Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)

Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:

Vinove Software & Services is an ISO 9001:2008 and NASSCOM Certified IT Co. with 15+ years of experience in the Web & mobile industry. Being a specialized firm for providing web & mobile services and solutions, we have mastered in dealing with both, National & International Clients. Our service portfolio includes fully customized web design and application development, Mobile Apps eBusiness Solutions. Our culture boasts of passionate, innovative and meticulous professionals.

Please visit the following URLs to know more about our business.<http://www.vinove.com><http://www.pixelcrayons.com><http://www.valuecoders.com><http://www.invoiceera.com>**Company Address / Locations****NOIDA**

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126, Noida, UP- 201313

GURGAON

ValueCoders India (A Vinove Company)

2nd Floor Plot no 55 P, Sector 44 Gurugram,

Achievements:



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Winner: Deloitte Technology Fast 50 India
 Winner: Deloitte Technology Fast 500 Asia Pacific
 Winner: NASSCOM IT Emerge India 50 - 2011
 Asia Red Hearing 100 Finalist
 eRetail Solution Provider India 2011 - 12
 Magento Solution Silver Partner
 Proud DrupalCon Sponsors (Munich & Portland)

If you wish to know more about us, you may want to review the following:
 Our Introductory Video (Recommended):

<https://www.youtube.com/watch?v=ZdIB0xNbxoA>

FEW OTHER IMPORTANT POINTS

- #1. All selected candidates need to sign a service agreement of 30 months (2.6 Yrs)
- #2. It is an indemnity Bond (worth Rs. 2 Lakh). Where they need to submit a cheque of Rs. 2,00,000 (Only Cheque not money) for the duration of 30 months.
- #3. The documentation part will be done before joining & then the Letter of Intent will be released.

Elaboration #2 : PS. We are not asking to submit/deposit a single rupee to us. We just need a cheque (it could be a ZERO balance account as well), which will be kept with us for the next 30 months & will be returned back after the agreement duration.

Documents required to be submitted:

- Photocopies of mark sheets & certificates of your all education qualification (Original documents will be returned on the same day of joining after verification so we are not asking for any original documents).
- Passport size photographs (4 copies)
- Identity proof - Valid passport / Aadhar card
- PAN card
- Canceled cheque (*for bank account details & for records only*)
- A Cheque worth Rs. 2 Lakh (in Favour of - **Vinove Software & Services Pvt. Ltd**)
- Attached/Print Services Agreement (on Rs.100 Stamp Paper)
- Bond Declaration (shared in attachment)
- Undertaking (shared in attachment)
- Cheque Receiving doc. (shared in attachment)

We look forward to your joining our organization or a long, successful and mutually rewarding relationship.

Note:

- 1- No need to share any original documents only photocopy is required.
- 2- You need to courier all documents to our Noida (Vinove Software and Services) Office and also for the confirmation you need to send the image of receipt which you will receive from the courier office or in case you are in NCR Region then you can also visit the office in Noida for documentation.
3. LOI/Offer Letter will be initiated after your documentation only.






PLEASE FEEL FREE TO CONNECT FOR ANY QUERY / CLARIFICATION.

Regards,

Shakshi Singh
 HR Executive- L1
 Vinove Software & Services (P) Ltd. | ValueCoders Services LLP
 M: 7275314095
 careers@vinove.com | hr@vinove.com | shakshi.singh@vinove.com
 ISO 9001:2008 | Magento Solution Silver Partner | NASSCOM CERTIFIED
 * New York // London // New Delhi // Gurgaon // Noida *



5 attachments

-  **Trainee _ Freshers Salary Breakup - Operations.pdf**
73K
-  **Cheque Recieving.docx**
14K
-  **Service Agreement - Vinove Software _ On Stamp Paper.docx**
12K
-  **BOND Declaration.docx**
9K
-  **Undertaking For Trainee At ValueCoders Services LLP.pdf**
114K



Director
Dronacharya Group of Institutions
27, KP.H.T. Colony, Noida-201305

Hike Education

Empowering Generations

Letter of Appointment

Date: 01/11/2021

Name: Md. Hasnain Raza
Email: mohdhasnanrazaorg@gmail.com
Address: Delhi, India.

Dear Md. Hasnain Raza,

Appointed as "Business Development Manager Service - Trainee"

We refer to your recent interview for the position mentioned above.

We congratulate and pleased to inform that we are offering you the position with our esteemed organization, effective from **11 November 2021** under the following terms & conditions:-

- Salary:- 4.86 LPA
- Probation period:- 3 Months
- Working Hours :- 10:00 Am to 07:00 Pm (9 hours shift)

Name of Employee
Signature

Name of Employer
Signature & Stamp

8745002002
info@hikeedu.in
www.hikeeducation.com




Director
Dronacharya Group of Institutions
H - 58, 5th Floor, Himalaya House, Kasturba
27, Kirti, Sector, Gurgaon-201306.
Gandhi Marg, Connaught Place

New Delhi 110001

Hike Education

Empowering Generations

ANNEXURE:


(Amount in Rupees)				
		Per month		Per Annum
Basic Salary		14,000		1,68,000
House Rent Allowance		5,000		60,000
Medical Allowance		1,000		12,000
Telephone Allowance		1,000		12,000
Special Allowance		1,000		12,000
Take Home		22,000		2,64,000
Daily Travel Reimbursement (only at the days of field work @ Rs. 150/-)		4,500		54,000
Performance Incentive (Payable based on the over achievement of monthly targets)		14,000		1,32,000
Performance cum Continuity Bonus (After 3 Months' Probation Period)		3,000		36,000
Total		40,500		4,86,000

**Thanking You,
You're sincerely.**

Hike Education

8745002002
info@hikeedu.in
www.hikeeducation.com




Director
Dronacharya Group of Institutions

H - 58, 5th Floor, Himalaya House, Kasturba
Gandhi Marg, Connaught Place

New Delhi 110001



15-Jun-2022

Manoj
Gurugram

Reg: Offer of employment

Dear Manoj,

We are pleased to offer you the position of **Associate Software Engineer** at **Legato Health Technologies LLP** and your work location will be **Gurugram - Candor TechSpace**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 425,000/- (Four Lakh Twenty Five Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **08-Aug-2022** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

A one-time joining bonus of **INR 25,000/- (Twenty Five Thousand Rupees Only)** will be paid to you on the first regular pay cycle administratively feasible following your employment with Legato and is subject to all applicable withholdings. In the event you decide to resign from Legato within a year of your start date, you agree to unconditionally reimburse Legato the full amount of the joining bonus on your last working day with Legato or alternatively, Legato will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Legato for a period of Six (6) months from the date of commencement of your employment. Post the probation period you will automatically be deemed to be confirmed, if your performance during the Probation Period is considered satisfactory by Legato. The decision for confirmation or termination post the probation period will be final by the company.

During the Probation Period, you and Legato shall both have the right to unilaterally terminate your employment upon providing two (2) weeks' prior written notice or payment in lieu thereof.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Manoj
Date:


Director

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road,
Nagavara, Bengaluru, Karnataka - 560045 | Ph: 080-6152-0000

LLPIN: AAL-0925 | PAN: AAHFL3010G

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process in person. You will also need to complete related induction processes. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Manoj
Date:


Director

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office | Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road,
Nagavara, Bengaluru, Karnataka - 560045 | Ph: (080) 6152-0000

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

LLPIN: AAL-0928 | PAN: AAHFL3010G



Annexure – A

Associate Name: Manoj		
Designation: Associate Software Engineer		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	212,500	17,709
HRA	85,000	7,084
LTA	17,708	1,476
Special Allowance	84,292	7,025
Gross Salary	399,500	35,417
Employer's contribution to PF	25,500	2,125
Total Fixed Pay	425,000	35,417
Cost to Company (CTC)	425,000	35,417

Note:

- Legato Health endeavors to protect the health and safety of its employees and officers at all times. In this regard, the company mandates that all its employees are fully vaccinated before they are offered employment with the company. You must hereby declare and provide proof that you have been fully vaccinated as per the requirements of the Government of India. If you have not been fully vaccinated or have not completed at least the first dose of the vaccination process with the second dose planned, you are not eligible to be appointed with the company. Concealment of vaccination status or production of false documentation shall result in immediate termination.
- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
- As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.
- Shift Allowance payable based on the shift timing (except general shift).
- Transport deduction is applicable only for associates working in general shifts.
- Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-
- Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each
- Notice period will be 3 months
- Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Manoj
Date:

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 5-10, Block Banyan (L1), Outer Ring Road,
Nagavara, Bengaluru, Karnataka – 560045 | Ph: 080-6152-0000

LLPIN: AAL-0928 | PAN: AAHFL3010G

Director

Deenacharya Group of Institutions
22, K2-II, Greater Kalyan, Dist. Palghar - 401305

Compose

Inbox 1,852

Starred

Snoozed

Sent

Drafts 32

More

Labels

From: Chhavi Tomer [mailto:chavi@binmile.com]
Sent: Monday, April 11, 2022 2:56 PM
To: TPO
Subject: Re: FW: Proposal For Campus Recruitment!!

Hello Richa,

We have selected the following students -
Udit Malik
Manav Anand
Fanuj

Released their offer letters on Saturday & they have joined today

Thanks for all your support

Thanks & Regards
Chhavi

On Fri, Apr 8, 2022 at 11:40 AM Chhavi Tomer <chavi@binmile.com> wrote

Hello,

As discussed with your TPO, Your Face to Face interview will be conducted in our office for the position of Softw



Director
Dronacharya Group of Institutions
27, KP-100, Greater Noida-201306



Employment Offer

1 message

Devi, Jyoti (MSSL) <jyoti.devi@motherson.com>

Mon, 31 Oct 2022 at 4:13 pm

To: iammanishkr2000@gmail.com <iammanishkr2000@gmail.com>

Cc: Chaturvedi, Surbhi (MSSL) <Surbhi.Chaturvedi@motherson.com>, Mehta, Sonia (MSSL) <Sonia.Mehta@motherson.com>

Dear Manish,


This is in reference to subsequent interview you had with us.

MPKC-RAK, UAE assignment term will be of 2 years and posting will be on single/bachelor status, MOU will get signed before travelling to aforesaid location. Detailed salary break is given below:

SALARY BREAK-UP FOR SHARJAH, UAE		
NAME	Manish Kumar	
DESIGNATION	Graduate Engineer Trainee	
DEPARTMENT	Production	
WORKING LOCATION	MPKC-RAK , UAE	
PARTICULARS	Amount AED/Month	PAYABLE
Basic	1,385	Monthly
Food Allowance (fixed)	350	Monthly
Earned Leaves (60 Days Basic/Year)	228	Yearly
Gratuity (21 Days Basic/Year)	80	On tenure Completion
Total	2,042	
Additional Perks : Accommodation(Bachelor & Shared), Meals, Medical Insurance, Uniform and travelling (as per contract term) will be provided by company		

Applicable from date of posting to MPKC- RAK, UAE

Also find below the Indian salary structure applicable till your posting in India, from the date of joining in India till travel to UAE:


Director
Dronacharya Group of Institutions
27, KP-III, Greater Kailash-I, New Delhi-110048

SALARY BREAK-UP		
Name	Manish Kumar	
Designation	Graduate Engineer Trainee	
Division/Cell	Manufacturing/Production	
Company	Samvardhana Motherson International Limited(SAMIL)	
Joining Location	C-14 A&B, Sector - 1 Gautam Budh Nagar Noida - 201301	
Working Location	A-4, Sec-84 EOU Noida	
Particular	Amount (INR Per Month)	Payable
Stipend	16,000	Monthly
Advance Bonus @ 11.67% of Base	1,867	Monthly
*Bonus @ 8.33% of Base	1,333	Annually
Special Allowance	800	Monthly
CTC (Cost To Company)	20,000	
Monthly Take home Salary	18,667	
* Bonus is paid annually Gratuity / Medclaim / GPA / Uniform Subsidy / Canteen Subsidy are over & above the CTC		

Kindly note above offer is in subject to management approval, declaration of Medical fitness for employment & authenticity of information provided by you during employment process.

Please share a note of acceptance asap and feel free to speak undersigned in case of any query.

Gratitude

Jyoti

Human Resource Management

Samvardhana Motherson International Limited

(formerly Motherson Sumi Systems Limited)

C-14 A&B Sector-1

Noida- 201301, UP,

India


 Director
 Dronacharya Group of Institutions
 27, KPMITE, Ghaziabad, Uttar Pradesh - 201306

My contact details

Phone : 0120-6752255

jjyoti.devi@motherson.com

www.motherson.com

Proud to be part of Samvardhana Motherson.



Director

Dr. Jyoti Devi, Group of Institutions
27, W.P. III, Greater Noida-201305



Noida Office:
SDF, A-05, NSEZ,
Noida Phase-II, Noida-Dadri Road,
Noida, Uttar Pradesh - 201 305 India
email: info@effectualservices.com

EKS/NOV2021/794

25 November 2021

To
Gaurav Pandey
Email: gauravpsndelhi@gmail.com
Mobile: +91 9205460106

Subject: Letter of Intent (LOI)

Dear Gaurav,

On behalf of Effectual Knowledge Services Private Ltd, we are pleased to extend you an offer of employment as **Associate – Operations – Hi-Tech** for our Intellectual Property unit. You are requested to join us on or before **05 January 2022**, failing which your offer stands null and void. Your reporting time on your joining date will be 09:00 AM. Your work location will be our **Noida office**. You will be under probation for six months.

We believe that this position is a great match for your talents and skills, and that you will enjoy the personal challenge associated with the assignment. Your annual fixed compensation at cost to the company will be **INR 1.50 LPA (subject to standard statutory deductions)**. Post Confirmation (depending on your performance levels), we would offer you a fixed CTC of **INR 3.00 LPA (subject to standard statutory deductions)**.

Further, During the first year of employment your training is proposed and will be imparted from time to time during the course of employment. This would result in acquiring new skills and specialized knowledge, thereby giving you considerable improvement for future employment opportunities. This training process incurs considerable expenditure direct and indirect, financial and un-liquidated, related to trainer, computer time, support facilities, remuneration during process. In view of these costs and the cost of induction and replacement, the employee is required to work for at least 1 (One) year with us. In case of any breach of this clause, the employee is liable to pay the company liquidity damages equivalent to the amount mentioned in the training agreement that will be processed on the day of joining.

More details will be shared with you on day of joining. Also, note that this offer of employment is conditional to our routine reference and background verification being completed with satisfactory results.

The above mentioned appointment shall be subject to:

1. A start date of January 05, 2021
2. Successful Background verification from your last employers

If you have any questions, please feel free to call us. We look forward to working with you.

For Effectual Knowledge Services Pvt. Ltd.,
Yours sincerely,

Meetika Aggarwal
Director



Director

Effectual Knowledge Services Private Ltd; S-524, Agarwal Complex, Behind TVS Showroom, Laxmi Nagar Delhi 110092 India - 201306

Annexure-A

Please furnish copy of the following mandatory documents required for joining formalities on day of joining:

1. Updated copy of your resume
2. A photocopy of your educational degree/certificate in support of your age and qualifications (all relevant qualifications)
3. Passport size photographs (8 hard copies)
4. Relieving and Experience letters from the company (if you were working earlier)
5. Last 3 months' salary slips for the last drawn salary (if you were working earlier)
6. Last 3 months' bank statement of your salary account (if you were working earlier)
7. 3 photocopies of your PAN card
8. 3 photocopies of Address Proof
9. 3 photocopies of Aadhar Card
10. 1 cancelled cheque of your existing bank account (it can be of any bank); it should not be a joint account or some relative's account. The cheque should be of an active bank account which is in your name.
11. Soft copy of PAN card (to be e-mailed before at least 2 days before joining)
12. Soft copy of photograph (to be e-mailed at least 2 days before joining)
13. Nationality Proof: In case the resource is Non-Indian/Foreign national, he/she shall submit:
14. Copy of Passport
15. Copy of Valid Visa
16. Letter from foreigner regional registration offices (FRRO) acknowledging that person is legally permitted to work in India



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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G-130, Second Floor, Sector 63, Noida - UP
info@designoweb.com
www.designoweb.com
0120-4279861

Letter of Offer for Employment

Date: 10th January, 2022

To

Kartik Goswami,

Noida

(U.P)

Dear Kartik

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization Business Development Executive in **Designoweb Technologies Pvt. Ltd.** with effect from joining date on or before **17th Jan 2022**. Your place of work will be: **G 130, 2nd Floor, Sector 63, Noida (U.P.)**.

You will be paid gross emoluments as detailed in Annexure – A.

Warm
Regards,

ANKITA CHAUHAN

HR Head

Director

Dronacharya Group of Institutions
GATEWAY TO KNOWLEDGE



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0120-4279861

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

On the day of your joining, you are required to submit the following:

1. Self-attested copies of all academic certificates and mark sheets.
2. Self-attested copies of professional credentials from last and all previous employers, including.
 - a. Appointment Letter.
 - b. Relieving letter and experience certificates
 - c. Salary certificate/Pay slip and Form 16.
3. Photographs (4 passport size)
4. Photo copy of passport (first two and last two pages).
5. Copy of Pan Card.

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

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Your truly

For Designoweb Technologies Pvt. Ltd.

ANKITA CHAUHAN
HR HEAD


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



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Annexure – A

Our offer to you as a **Business Development Executive** subject to the execution of the Service Agreement. Total gross salary will be **INR 4 LPA TO 6 LPA** according to the performance & training period stipend will be INR 15,000 per month for 3 months.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/ nominee.

1. Nature of Work:

Your nature of work mainly includes all the aspects of the (Duties and responsibilities) Software development, deployment, design and client interaction as well as any other adhoc duties assigned to you from time to time. You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be as- signed and explained to you by your senior from time to time.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



2. Working Hours:

The regular working hours of the company are from (Office timings) Monday to Friday 9:30 am to 6:30 pm. You will be required to work extra hours as and when required and informed by your senior.

3. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/ Assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future

4. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in training programmes without any extraneous circumstances would lead to automatic termination of your employment.

5. Performance Reviews/Appraisal:

The Company has a policy of annual salary appraisal based on performance. You will be eligible for a salary appraisal under this policy based solely on the performance rating achieved during the appraisal period.

6. Intellectual property rights

If during the period of employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

7. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged



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8. Restrain

1. Access to Information:

Information is available on need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company.

2. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data. Leave

9. Leave

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company.

10. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.


Director
Bhona... of Institutions
47, 47...
99-201105



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11. Termination of Service:

1. If your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training /employment can be terminated by the company without any notice or salary thereof.
2. Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice termination or notice pay.
3. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.
4. On confirmation you will be required to give one & half month' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the one & half month' notice period.

12. Standing Orders:

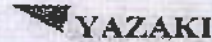
You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

13. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your Statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. As joining date is already confirmed, so you need to join on confirmed date, otherwise company has right to penalize you.


Director

Dronacharya Group of Institutions
27, KP-1, Sector 63, Noida-201306



YAZAKI
Yazaki India Pvt Ltd.
Plant Office - Plot No.A-4, Survey
No.-1, TATA Motors Vendor Park,
North Kotpura, Sanand, Ahmedabad -
382170

Yazaki/HR/ Waik-In/ 2022

Date: - 06/July/2022

To,

Name:- Luv Jha

OFFER OF ASSOCIATE TRAINEE

Dear Luv Jha

Thank you for taking time in attending Interview today. Further to our discussion, we are pleased to inform you that your candidature has been selected for the training. We are pleased to offer you traineeship in our Organization.

Please note that this offer is subject to passing the medical examination by our certified Doctor & submitting all relevant documents.

Please report on 25th July 2022 at 09:00 a.m. at the following address and meet our HR representative.

Venue:

Yazaki India Pvt Ltd
Plot No. A-4, Survey No.1, TATA Motors Vendor Park, North Kotpura Sanand, Ahmedabad -
382170,
Gujarat, INDIA.

Regards,
For Yazaki India Pvt Ltd.

Authorized Signatory

P.S.-

1. Please sign and return the duplicate copy of this letter as a token of your acceptance of the offer.
2. You are requested to get the following original copies & attested documents while coming for joining:
 - a) Qualification Certificates (Whatever Applicable)
 - > SSC Mark sheet / Certificate
 - > HSC Mark sheet / Certificate
 - > Diploma Mark sheet (Final Year) & Certificate
 - > Other Qualification Mark sheet / Certificate
 - b) Aadhar Card Photocopy
 - c) Identity Card (Voters ID / Passport / License / Pan Card / Other)
 - d) Address Proof (Electricity / Ration Card / Tel. Bill / Other)
 - e) 3 Passport Size Latest Color Photographs
 - f) Earlier Companies Relieving Letter / Exp Certificate and Last two Months Salary Slips
 - g) Axis / HDFC / ICICI / IDFC / CITI BANK Bank's Account no. (if available) cancel Cheque

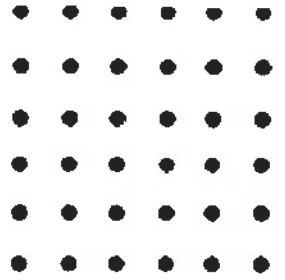
Registered Office : Gat No. 93, Survey No. 166, High Cliff Industrial Estate, Waghodi-Rahu Road, Kcsnand,
Pune-412 207, India, Board, +91 20 66315000

Director

Dronacharya Group of Institutions.
27, KP-III, Greater Noida-201305.



HIKEEDU



To Mr. Mohd.Hasnain Raza ,

We are glad to announce of your selection for the position of "**Business Development Manager [Service] - Trainee**" We would like to take this special moment to welcome you to HIKE FAMILY (Family of Champions) and looking forward to getting you onboard with us.

Please find below your joining details:

- **Date of Joining** : 11th November,2021
- **Place of Joining** : Gurgaon, Haryana
- **Address** : 880, 1st Floor, Udyog Vihar, Phase V
- **Contact Person** : Shivani Kanojia
- **Timing** : 10AM

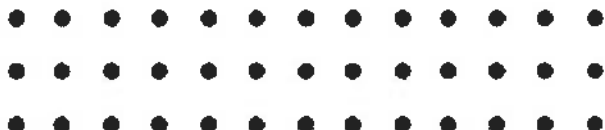
Kindly bring with you the below documents at the time of joining:

- All Educational Marksheets / Degrees
- Experience certificate.
- Aadhaar Card
- PAN Card 2 passport size photo graphs
- Cancelled Cheque
- Resignation acceptance letter/Service Certificate from previous employer

THANK YOU!

HIKE EDUCATION

FOR ANY QUERY THROUGHOUT THE ONBOARDING PROCESS PLEASE CONTACT AT:
SHIVANI@HIKEEDU.IN



Letter of Intent

12th May, 2022

Mr. Priyansh Kamal
S/O: **Rispal Singh**
T-197-C, Third Floor,
Savitri Nagar, Malviya
Nagar, South Delhi,
Delhi

Pin: 110017

Dear Priyansh,

Congratulations!

Further to your application of employment with us, and the subsequent selection process, we are pleased to offer you the role of **'Trainee - Associate Software Engineer'** at our **Delhi** location with **Ferns N Petals Pvt. Ltd.**

You will be on probation for a period of **3 (three) months** from the date of joining. During this time, your CTC will be **INR 3.5 LPA**. Post successful probation completion, you will be confirmed as 'Associate Software Engineer', at a CTC range of **INR 4 - 4.5 LPA** (depending on your performance).

You are required to join the services of the Company on **13th June, 2022** not later than **10 A.M.** failing which this offer would automatically stand withdrawn unless communicated otherwise in writing (date of joining is subject to change on the sole discretion of the Company and will be communicated in writing, if such be the case).

Please sign and return the duplicate copy of this letter as an acceptance within **2 days** of issuance, failing which this offer letter would automatically stand withdrawn unless communicated in writing otherwise.

This offer is made on the basis of your having furnished to the Company, information and documents in support of your age, academic qualification and other particulars. The Company shall conduct a background and reference check as per Company policy and this appointment is conditional upon receiving positive feedback.

Thanking you and looking forward to having you on board with us.

I agree and accept the offer.

Signature: _____

Date: _____

Yours Truly,
For **Ferns N Petals Pvt. Ltd.**,

Narender Kumar
AGM - Compensation & Benefits



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Capgemini congratulates you on your selection and presents you our Letter Of Intent ★

Inbox



Capgemini via Super... 11/15/2021
to me ▾



Most Ethical Company - Eight times in a row



We're highly-rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Kriti Sharma,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Nov 22, 2021 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (if applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets* (if applicable)
- Diploma Certificate* (if applicable)
- Post-graduation Marksheets* (if applicable)
- Post-graduation Certificate* (if applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process:



Director
Group of Institutions
GATEWAY TO KNOWLEDGE



Kaiser

APPLIANCES

Office Address : SCD 96, Sector 16, Faridabad -121002
E-mail : kaiser_app@gmail.com
Phone : 0120-4073096
Fax : 0120-4073094
Works : Village Khokra, P.O. Khera, Tehsil Nalagarh,
District Solan, Himachal Pradesh-174101, India.

Mr. Luv jha

Address - B-1016, Shastri Nagar, New Delhi - 110052
Contact No. -9013469355, Email-id-luvjha15@gmail.com

Date: 24/08/2022

Subject: Offer of Employment

Dear sir,

We are pleased to offer you a position in our organisation on the following terms and conditions

- Location: Kaiser Appliances Vill. Khokra, P.o Khera, Tehsil Nalagarh Himachal Pradesh-174101
- Designation: Graduate Engineer Trainee
- Salary: 17724 CTC
- Date of joining: 01/09/2022
- Timing: As per Factory Timing.
- Probation Period: Six months' probation period.
- After six months Re-evaluation will be done on performance.

We would appreciate your joining latest by the date given above. It is pertinent to mention here that in case you do not join by the date mentioned above this offer of Employment stands automatically withdrawn.

Please come with the following documents when you report for work on day one.

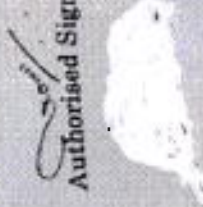
1. 4 copies of passport size photograph (self).
2. Photostat 2 copies of the following and original (for verification)
 - Certificate for proof of DOB.
 - Educational / Qualification certificates.
 - Experience certificates for the previous employments (if applicable).
 - Relieving letter / resignation acceptance letter.
 - Proof of last salary drawn.
 - Permanent Account Number (PAN)
 - Bank Account No.
 - Aadhar card
 - Passport no. and validity (if applicable)
 - Driving license details valid up to (if applicable)
 - Provident fund & UAN (if applicable)
 - ESIC No. (if applicable)
 - Notice Period is one month for relieving job.

Please sign and return the duplicate copy of this letter as token of your acceptance.

Yours faithfully

For Kaiser Appliances

Authorised Signatory



Director

Bhanacharya Group of Institutions
C-27, Park Road, Faridabad-121006

Salary Sheet - Cost To The Company

Name	Luv Jha
Date of birth	15/01/2000
Qualification	B.TECH
Position	Graduate Engineer Trainee
Date of joining	01/09/2022
Location	KAISER APPLIANCES (Himachal Pradesh Baddi)

1 Basic pm (as per rules)	Rs	11000
2 HRA pm (as per rules)	Rs	4000
3 Conveyance Allowance (as per rule)	Rs	
4 Personal Pay pm (as per rules)	Rs	
5 Allowance 1 (as per rules)	Rs	0
6 Allowance 2 (as per rules)	Rs	0
7 GROSS SALARY	Rs	15000
8 PF (Employee's Contribution)	Rs	1320
9 ESI(Emplyee's Contribution)	Rs	113
10 Welfare Fund (employee's cont.)	Rs	
11 DEDUCTIONS	Rs	1433
12 IN HAND SALARY	Rs.	13568
13 PF (Employer's Contribution)	Rs	1320
14 ESI (Employers' Contribution)	Rs	488
15 Welfare Fund (Employer's Cont)	Rs	
16 Bonus / exgratia pm (as per rules)	Rs	916
17 Gratuity pm (as per rules)	Rs	
18 EMPLOYER CONTRIBUTION	Rs	2724
19 TOTAL CTC	Rs	17724

Prepared by

Approved by

Signature of the Employee

Date

Luv Jha

[Signature]
Director

Date: 12 Feb 2022

Dear Jaspal Rana,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. Your total CTC will be **Rs 3 Lakhs per annum** (Three Lakh 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 **13th Feb 2022**

Failure of confirmation of acceptance of this offer on your part by **13th 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

Annexure 1

Compensation Break-down		
Employee Name	Jaspal Rana	
Designation	Quality Analyst	
Grade	-	
Department	Professional Services	
Cost to Company	Rs.3,00,000/-	
Components	PM	PA
Basic	10000	120000
HRA	5000	60000
Leave Travel Allowance	0	0
Statutory Bonus	833	9996
Special Allowance	6167	74004
Fixed Component	22000	264000
Company PF	1800	21600
ESIC	0	0
Joining Bonus	0	0
First Half Yearly Bonus	0	0
Second Half Yearly Variable Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	23200	278400
Total CTC	25000	300000
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		

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(Signature)
Director

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

- 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.

This is a digitally produced letter no physical signature is needed.

A Cloud Computing Solution Company



Director



Iverticals IT Solutions Private Limited

Offer Letter

To,
Vishal Kumar,
Rasulpur, Saran, Nayagaon
Bihar(841217)

Dear Vishal,

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with IVERTICALS IT SOLUTIONS PRIVATE LIMITED. It is my pleasure to extend the following offer of employment to you on behalf of IVERTICALS IT SOLUTIONS PRIVATE LIMITED. If you accept this offer you will be designated as **Software Developer (Trainee)** and you will join us at our **Noida office**.

This offer will be subject to the Standard Terms and Conditions of Employment by IVERTICALS IT SOLUTIONS PRIVATE LIMITED and also will be governed by the policies, rules and guidelines of the Company (See Annexure for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The current CTC offered to you is **Rs. 10,000 (Ten Thousand Rupees per month)**.

This offer of employment with IVERTICALS IT SOLUTIONS PRIVATE LIMITED is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. IVERTICALS IT SOLUTIONS PRIVATE LIMITED is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This offer will be valid for 2 weeks from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on **18-April -2022** if you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies, originals will be returned after verification.

Annexure 'A'

Employment Terms and Conditions**Profile Verification**

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. However you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

CTC - Allowances, Gratuity, Taxes, Insurance

The CTC agreed upon by this contract will be inclusive of your PF, allowances, gratuity, insurance and any associated components. You will have the option to discuss the percentages of these components with the Company.

Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Tax

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.



Director



Iverticals IT Solutions Private Limited

Quality Matters

You will be required to learn the processes being followed at **IVERTICALS IT SOLUTIONS PRIVATE LIMITED** from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel

You may also be required to travel as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all works (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with **IVERTICALS IT SOLUTIONS PRIVATE LIMITED** and for a year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to **IVERTICALS IT SOLUTIONS PRIVATE LIMITED**. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure

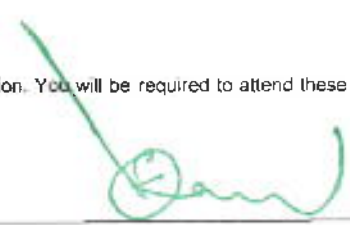
You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments.

C-449, Second Floor, Sector-10, Noida, Uttar Pradesh, India, Pin Code - 201301, Phone : +91-120-4100842,

E-mail: info@iverticals.in, Website: www.iverticals.in


Director,
Dronacharya Group of Institutions
27, KP-113, Sector Noida-201306



Verticals IT Solutions Private Limited

Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status. **Termination**

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company:

1. Any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information).
2. Any physical company documents that you may have in your possession.

You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company has made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company website/company manual. You will also be liable to face action from the company if you are found in violation of these.

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of UP/Noida shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or amend any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

Probation Period

The Company has policy for six month probation period from the date of joining. Appointment of employee will be confirmed after completion of this period.

TPO

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Friday, February 18, 2022 3:24 PM
To: 'Pillai, Rishi EX1'; 'Thammappa K M, Sherry EX1'
Cc: 'Kulappura, Vivek'; 'Seth, Mansi EX1'; 'Thammappa K M, Sherry EX1'
Subject: RE: IQVIA | Internship Program
Attachments: image001.png; image002.gif; image003.png; image004.jpg

Categories: Red Category, Green Category

Dear Rishi,

Greetings!!

Thank you for sharing the selection list and would like to confirm as students has a query related to Job location & PPO offer.

And would share students' document's details by tomorrow

Thanks & Regards
Richa Jaiswal

From: Pillai, Rishi EX1 [mailto:rishi.pradeeppillai@iqvia.com]
Sent: Friday, February 18, 2022 12:50 PM
To: TPO; Thammappa K M, Sherry EX1
Cc: Kulappura, Vivek; Seth, Mansi EX1; Thammappa K M, Sherry EX1
Subject: RE: IQVIA | Internship Program

Hi Richa,

Please find below the selects from the process on 15th Feb.
Kindly congratulate them on behalf of team IQVIA!!

Candidate Name	Mail Id	Contact	Result
Priyansh Kamal	priyansh.13079@gnindia.dronacharya.info	8800172966	Select
Shweta Dishwar	shwetadishwar10@gmail.com	8287511713	Select
Smita Singh	smitatanya2000@gmail.com	9911249246	Select

In order to move ahead with the offer formalities, please have the details filled in the attached format and also share with us the below documents in a zip folder.
Please have the details shared at the earliest.

Documentation Required:

1. Aadhar card
2. Education documents- 10th, 12th and Sem Mark list
3. Bank cancelled cheque leaf/ passbook

Thank you very much Richa for your support with this process.

Warm Regards
Rishi Pillai


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

From: Pradeep Pillai, Rishi EX1
Sent: Thursday, February 10, 2022 1:09 PM
To: TPO <tpo@gnindia.dronacharya.info>; Thammappa K M, Sherry EX1 <sherry.thammappakm@iqvia.com>
Cc: Kulappura, Vivek <vivek.kulappura@iqvia.com>; sethmansi13@gmail.com
Subject: RE: IQVIA | Internship Program

Hi Richa,

Hope you are doing well.

Thank you very much for sending the applications out.

An assessment will be triggered to the candidates and the deadline to complete the assessment is till 2pm tomorrow (11th Feb).

Kindly ask the candidates to keep an eye out for an assessment link from SHL which will come to the mail ids mentioned in the excel sheet.

Also, it would be great if you can compile their resumes and share the same across to us.

Thanks a ton for your support with this.

Warm Regards
Rishi Pillai

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Tuesday, February 8, 2022 3:58 PM
To: Thammappa K M, Sherry EX1 <sherry.thammappakm@iqvia.com>
Cc: Kulappura, Vivek <vivek.kulappura@iqvia.com>; Pradeep Pillai, Rishi EX1 <rishi.pradeeppillai@iqvia.com>;
sethmansi13@gmail.com
Subject: RE: IQVIA | Internship Program

Dear Sherry,

Greetings!!

Thank you for sharing the Job opening And would share the list of candidate by tomorrow .

Thanks & Regards,
Richa Jaiswal
Training & Placement Officer,
Dronacharya Group of Institutions.
Phone: 0120- 2322022
Extension: 227
Mobile: 8960322672, 9910380105
E-mail: tpo@gnindia.dronacharya.info
Website: www.dronacharya.info
Address: 27, Knowledge Park III – Greater Noida – 201 306 (U.P)


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

DRONACHARYA

Group of Institutions



A Clean Environment is a Safe Environment.

From: Thammappa K M, Sherry EX1 [<mailto:sherry.thammappakm@iqvia.com>]
Sent: Tuesday, February 8, 2022 1:10 PM
To: tpo@gnindia.dronacharya.info
Cc: Kulappura, Vivek; Pradeep Pillai, Rishi EX1; sethmansi13@gmail.com
Subject: IQVIA | Internship Program

Hi Team,

Hope you are doing well.

As discussed, sharing with you the JD and the application collection format for your reference
Kindly share the list of interested candidates for this internship program.

About IQVIA:

IQVIA is a world leader in using data, technology, advanced analytics, and expertise to help customers drive healthcare forward. Together with the companies we serve, we are enabling a more modern and effective healthcare system and creating breakthrough solutions that transform business and patient outcomes.

Website:

<https://www.iqvia.com>

Details Below:

- Mode of Hire: **Virtual**
- Stipend: **INR 14,200 PM**
- Branch: **Circuit Branches in engineering**
- Internship Duration: **6 Months**
- CTC on confirmation of the Full Time employment would be communicated to you shortly.

Regards,

Sherry Thammappa
India Talent Aquisition




[Learn more](#) about IQVIA

Omega Block - 9th Floor, Embassy Tech Square (Cessna Business Park),

Sarjapur Outer Ring Road,


Bangalore – 560103.

M: +91 6366198306 | E: sherry.thammappakm@iqvia.com


Director
Dronacharya Group of Institutions
II, KP-II, Greater Noida-201306

**FORTUNE
WORLD'S MOST
ADMIRABLE
COMPANIES 2021**

IMPORTANT - PLEASE READ: This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see our [privacy-policy](#). Thank you



Director
Dronacharya Group of Institutions
27, K... ..



LeewayHertz - Required Documents for Joining

Inbox



Tanu Chauhan 20 Sep 2021



to Khatripp786, Shweta ▾

Hi Paramjeet,

Congratulations!!

You have successfully completed our interview and selection process. We are happy to hire you for our team on Wednesday 22 Sep 2021.

Following documents will be required for joining:

- Scanned copy of original educational documents from 10th onwards.
- Scanned copy of Permanent address proof document i.e. Passport or Driving License.
- Scanned copy of original Pan Card & Aadhar Card.
- 1 Recent passport size photographs in formal attire - it should be signed at the back.
- Scanned copy of original Graduation and Post Graduation Certificate
- LeewayHertz requires a cheque of INR 2,00,000/- against this agreement to be submitted. The cheque is required for the validation of the agreement. The cheque will be returned after the completion of the agreement tenure. In case of any questions, please feel free to reach out.

Cheque Courier Address:

To: Akash Taksar

Director

Group of Institutions
Gurgaon, Noida-201306.

TPO

From: SHREYA DAS <shreya.das@ucertify.com>
Sent: Thursday, January 20, 2022 6:26 PM
To: parichit.13073@gnindia.dronacharya.info
Cc: Ayush Mittal; TPO
Subject: Final Selection Letter @ uCertify

Categories: Red Category, Green Category

Dear Parichit Kukreti,
Congratulations! We are pleased to inform you that you have been selected @ uCertify as a **Web Applications Developer Trainee at Noida Office**. Your determination to meet our stringent selection criteria through several rounds of our recruitment process has been noticed and appreciated.
You may be wondering what it's like to work at uCertify. First, of, uCertify is not your run-of-the-mill company. When people ask us what an average day at uCertify is like, we are proud to say that we don't believe in average or typical days. Every day is a new day, filled with opportunities to think, create and implement new ideas. Continuous innovation, creative thinking, and aiming for the stars are not just actively encouraged but also rewarded. If you are someone with a passion to learn and work hard, you will thrive in our fast-paced, challenging, yet friendly environment where you will be valued. We believe you are one of these people and look forward to your continued success with us.
Want to show off your new company? You should! uCertify is a fast-growing company with a worldwide customer base in over 200 countries! In the past few years, the company has worked to tremendous growth, made possible by a motivated and talented team. What do we do? uCertify's flagship product is our unique, smarter learning platform - the Prep Engine. It is an interactive, electronic learning system that combines step-by-step, guided learning with realistic exam simulation for IT certification exams. We take pride in making our products easy to use, effective and fun. Learning is a big deal for us. We don't just want to create software - we want to create software that rocks!
Again, congratulations! We will be in touch with you shortly and hope that you to be a part of the uCertify family very soon.

--

Thanks & Regards Shreya Das HR Recruiter uCertify Training & Learning Pvt Ltd (Noida) Noida office: G-50, Sector 63 near Mahindra First Choice Centre. Head office Allahabad: Opp Law Faculty of AU, Chaitham lines. Mobile : 9572776358 | 7004663043 Phone : 0120-4540091 Email id : shreya.das@ucertify.com Website : <https://www.ucertify.com/>



Sender notified by Mailtrack



Director

Dronacharya Group of Institutions
27, KP-711, Greater Noida-201306

LeewayHertz Induction Invitation

➤ Inbox



Tanu Chauhan 21 Sep 2021

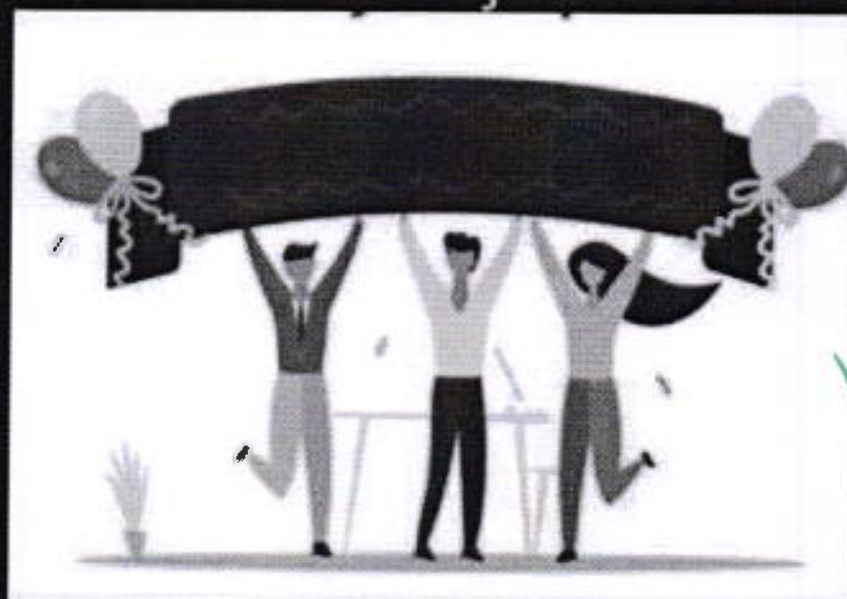


to Khatripp786 ▾

Hello Paramjeet,

It's incredible to have such a vibrant, fresh and talented new member join our organization. By being a part of our **Development** team as a **Trainee Full Stack Developer**, we believe you will come out with flying colors and take the organization to great heights.

Welcome Aboard!
Paramjeet



"Alone we can do so little, together we can do so much."



BINMILE

Technologies Pvt. Ltd

Phone : 0120-4091789 | Email: business@binmile.com | Website: www.binmile.com

Ref ID: BMT/OL/064

JOB OFFER LETTER

Date: 9th April 2022

Manav Anand,
NOIDA, U.P.

RE: LETTER OF JOB OFFER - Software Developer

Dear Manav,

Following our recent discussions, we are pleased to confirm that you have been selected to work for Binmile Technologies Private Limited.

If you join us, you will become part of a fast-growing technology company and dedicated team that works together to provide our clients with the highest possible level of service and delivery. As a member of the Binmile team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations.

In addition, we expect your personal accountability in all the services, actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. Proposed below are your employment details and remuneration:

- **Salary:** Your Salary package will be **INR 3,50,000.00 Per Year.**

*Applicable Govt. taxes will be deducted if any.

The details of your salary structure are provided in the Annexure.

Director

Dracharya Group of Institutions
37, KP-III, Greater Noida-201305



BINMILE

Technologies Pvt. Ltd

Phone : 0120-4091789 | Email: business@binmile.com | Website: www.binmile.com

Benefit: Free Employee Medical Insurance (Group Insurance) of the cover of 3 lakhs per annum.

Training and Probation: Training and Probation Period will be start from 11th April 2022. Training and Probation period will be of 6(six) months however subjected to acceptance of this Offer Letter; you will be bound to serve the company for the period of 2(two) year under a Service Agreement/Bond.

This period is to cover the cost of Training/Induction & other client related work.

Notice Period: The notice period will be of 60 days.

We would like you to join the company on 11th April 2022. If this date is not acceptable, please contact us immediately. Please sign a copy of this letter and return to us within 24 hours to indicate your acceptance of this offer along with your resignation letter from the current company.

We are confident you will be able to make a significant contribution to the success of our Binmile Technologies and look forward to working with you.

BINMILE TECHNOLOGIES PVT. LTD.

Sincerely
Director

Director

ACCEPTANCE

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

Name

Date

Director

Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306



BINMILE

Technologies Pvt. Ltd

Phone : 0120-4091789 | Email: business@binmile.com | Website: www.binmile.com

Salary Structure		
Particulars	Yearly	Monthly
Basic	140,000	11,667
HRA	70,000	5,833
Special Allowance	140,000	11,667
Perfromace Bounus	-	-
Gross Salary	350,000	29,167
Employee Provident Fund	31,104	2,592
Standard Deduction	-	-
HRA*	-	-
Chapter VIA	-	-
Taxable Income	318,896	26,575
Tax on above	-	-
Rebate u/s 87A	-	-
Cess @ 4%	-	-
Tax payable	-	-
Net Salary	318,896	26,575



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

2:52

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M Gmail

Parichit Kukreti
<parichitkukreti@gmail.com>

Selection Letter

hr@whitenetgroup.com
<hr@whitenetgroup.com>
To: parichitkukreti@gmail.com

Thu, Dec 23, 2021 at
4:02 PM

Dear'

Parichit Kukreti

Congratulations

As per your overall interview performance on the date of **22/12/2021 on the basis of Technical and behavioral remarks** your profile has been selected for the position of Jr. Software Developer/Trainee "**with The bond agreement of one year**" in our reputed organization (White Net Group) by the HR Department.

Designation- Software Developer Trainee

Salary Offered - **1.80 LPA** (Salary would be increased after a training period of 3 Months depending on the technical performance).

Working Location- Noida/Lucknow/work from home

Documentation Detail -

Documentation Date- 25/12/2021 (Saturday)

Documentation Time - 12:30 PM

**Documentation Location 1- Block A-61 Sector 16
Noida,201301.**

1. Adhaar Card And Pan Card.

2. Academic Certificates From High School Till Last

Director

Dr. Anshu Group of Institutions
27, Kirti Nagar, Gurgaon, Haryana 122005

Date: 4th December, 2021

Dear Swarna,

We are delighted to share the Letter of Intent to you at the position of **Business Development Executive**. Your total CTC will be **Rs. 4,00,000** per annum (**Rupees Four Lakh Per Annum**). You will be under **Training period of 6 months** with monthly stipend amount of **Rs 18000**.

You will be under a **1 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 **Propel Guru Marketing and Sales Agency 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 an attachment of :

- 1) Your detailed annual and monthly compensation structure with **Propel Guru Marketing and Sales Agency Pvt Ltd**.
- 2) The list of documents you need to furnish on or before joining **Propel Guru Marketing and Sales Agency Pvt Ltd**.


Kindly confirm your acceptance of this offer and your date of joining by **5th December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5th December 2021**, will automatically lead to offer cancellation.

Wishing you all the best,

From **Propel Guru Marketing and Sales Agency Pvt Ltd**,

Divya Dang



Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

Head HR

Annexure 1

Compensation Break-down		
Employee Name	Swarna Singh	
Designation	Business Development Executive	
Grade	-	
Department	Sales	
Cost To Company	4,00,000	
Components	PM	PA
Basic	10000	120000
HRA	5000	60000
Leave Travel Allowance	0	0
Statutory Bonus	833	9996
Special Allowance	6167	74004
Fixed Component	22000	264000
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	100000
Joining Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	23200	278400
Total CTC	25000	400000
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		

Director

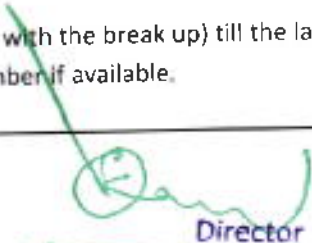
5. CTC components shall be restructured once the reimbursement options opted

Annexure - 2

At the time of joining Propel Guru Marketing and Sales Agency 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 the PAN number if available.
7	4 Passport Size Photographs


 Director
 Dronacharya Group of Institutions
 27, KP-II, Greater Noida-201306

8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume

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



Director
Dronacharya Group of Institutions
27, KP III, Greater Noida-201305



Date: 4th December, 2021

Dear Ravindra,

We are delighted to share the Letter of Intent to you at the position of **Business Development Executive**. Your total CTC will be **Rs. 4,00,000** per annum (**Rupees Four Lakh Per Annum**). You will be under **Training period of 6 months** with monthly stipend amount of **Rs 18000**.

You will be under a **1 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 **Propel Guru Marketing and Sales Agency 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 an attachment of :

- 1) Your detailed annual and monthly compensation structure with **Propel Guru Marketing and Sales Agency Pvt Ltd**.
- 2) The list of documents you need to furnish on or before joining **Propel Guru Marketing and Sales Agency Pvt Ltd**.

Kindly confirm your acceptance of this offer and your date of joining by **5th December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5th December 2021** ,will automatically lead to offer cancellation.

Wishing you all the best,

From **Propel Guru Marketing and Sales Agency Pvt Ltd**,

Divya Dang



Director

Dracharya Group of Institutions
Noida-201306

Head HR

Annexure 1

Compensation Break-down		
Employee Name	Ravindra Pal	
Designation	Business Development Executive	
Grade	-	
Department	Sales	
Cost To Company	4,00,000	
Components	PM	PA
Basic	10000	120000
HRA	5000	60000
Leave Travel Allowance	0	0
Statutory Bonus	833	9996
Special Allowance	6167	74004
Fixed Component	22000	264000
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	100000
Joining Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	23200	278400
Total CTC	25000	400000
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		

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

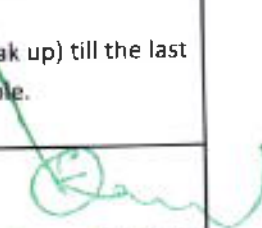
5. CTC components shall be restructured once the reimbursement options opted

Annexure - 2

At the time of joining Propel Guru Marketing and Sales Agency 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 the PAN number if available.
7	4 Passport Size Photographs


 Director
 Brahmacharya Group of Institutions
 2/3, KP-111, Greater Noida-201306

8	Copy of PAN, Adhaar card, passport (All sheets)
9	Copy of your updated resume

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



Director
Deoracharya Group of Institutions
B, KPMIL, Greater Noida-201306



Date:29th April 2022

Dear Neeru Chaunkar ,

We are pleased to offer you the post of “Recruiter” at **Impetus Career Consultants** with a start date of **2nd May 2022**, contingent upon background check.

The annual CTC will be **Two lakh Sixty Four Thousand** only and the breakup is enclosed.

Particulars	Monthly	Yearly
Basic salary	6600	79200
House Rent allowance	3300	39600
Transport Allowance	2200	26400
Special Allowance	9900	118800
Gross CTC	22000	264000

*In addition to your fixed compensation you will be eligible for Performance linked incentive, which is payable every quarter. The Performance linked incentive amount is subject to income tax deduction as per rules prescribed under the tax laws and these are based on the performance.

This letter of intent is subject to your submitting the following documents (with photocopies) on the day of joining.

Director

Dr. Acharya Group of Institutions

Impetus Career Consultants, 297, Satya Niketan New Delhi-110021, Greater Noida-201306

1. 10th Passing Certificate and 10th Mark Sheets (both).
2. 12th Passing Certificate and 12th Mark Sheets (both).
3. Graduation Degree or Provisional Certificates.
4. Address Proof- Aadhaar Card & PAN Card. (Mandatory)
5. 2 recent Passport Size Photograph
6. Offer letter of the previous or current organization.
7. Acceptance of Resignation from last employer or Relieving Letter.

Please confirm your acceptance of this offer by the day end.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,



Priyanka Ghai
(Director)



Director

Compose

Inbox 1698

Starred

Snoozed

Sent

Drafts 47

More

Labels

From: PARMAR1 Ajab
Sent: Tuesday, February 15, 2022 10:05 AM
To: 'parchitkumar@gmail.com' <parchitkumar@gmail.com>
Subject: Offer IDEMIA_Parchit_Associate Product Development Engineer

Dear Parchit,

Congratulations from IDEMIA!

We are pleased to inform you that your profile has been selected for **Associate Product Development Engineer (Trainee)** role in IDEMIA provide you **18K as stipend amount per month.**

We trust that your knowledge and skills will be among our most valuable assets.

Role – Associate Product Development Engineer (Trainee)
Stipend – 18K Per Month
DOJ – 17th February 22
Office Address – IDEMIA, Sec. 73 Noida.

Thank You,

Ajab Parmar


Director
Dronacharya Group of Institutions
23, KB-III, Greater Noida-201306.

Compose

Inbox

1,609

Starred

Snoozed

Sent

Drafts

52

More

Labels

Dear Anurag,

Congratulations from IDEMIA!

We are pleased to inform you that your profile has been selected for **Associate Software Engineer (Trainee)** role in IDEMIA for **6 Months** as stipend amount per month.

We trust that your knowledge and skills will be among our most valuable assets.

Role – Associate Software Engineer (Trainee)

Stipend – 18K Per Month

DOJ – 27th Jan 22.

Office Address – IDEMIA, Sec 73 Noida


Director
Brenactarva Group of Institutions
27, KP-III, Greater Noida - 201306

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

Offer IDEMIA_Gaurav_Associate Product Development Engineer. Inbox <



PARMARI Ajab <Ajab.PARMARI@idemia.com>

to Gaurav (3194@gindia.dronacharya.info, etc)

Dear Gaurav,

Congratulations from IDEMIA!

We are pleased to inform you that your profile has been selected for **Associate Product Development Engineer (Trainee)** role in provide you **18K as stipend amount per month**.

We trust that your knowledge and skills will be among our most valuable assets.

Role – Associate Product Development Engineer (Trainee).

Stipend – 18K Per Month.

DOJ – 27th December 21.

Office Address – IDEMIA, Sec. 73, Noida.

Thank You,

Ajab Parmar

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Dear Nitin,

We thank you for spending time for the personal discussion.

It is my pleasure to extend the following offer of employment to you on behalf of **Mynd Integrated Solutions Pvt. Ltd.**

You have been appointed as "Intern" from "18th January 2022" to "30th June 2022" and are expected to join duty on or before **Tuesday, 18th January, 2022**. You will be eligible to get Stipend of **INR 17,000/- Per Month**.

Offer stands cancelled in case of any deviations in information or if you fail to report on or before the date of joining.

We look forward to you joining the Mynd Family.

Kindly reply with an acceptance to this offer and provide two professional references(name, contact number, designation and company)


Director
Dishacharya Group of Institutions
27, K.P.H., Greater Noida-201305

Faisal Saifi

Team Lead – Talent Acquisition

APPOINTMENT LETTER

January 21, 2022

Dear Mridul Mishra,

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.

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:


Director
Dronacharya Group of Institutions
27, K.P. Road, ...

- 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.
- 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

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.
- 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 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 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th 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.

Director
Wipro Group of Institutions
201306

10. Training Agreement:

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 Shailen
General Manager - Human Resources

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

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


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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

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.
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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

Director
Dr. Acharya Group of Institutions
27, KP-III, Greater Noida-201306

I Mridul Mishra, confirm that I am voluntarily sharing my Personal Information including documents 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 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: Mridul Mishra

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
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
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 payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. 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.

III. 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

IV. In the event of your deputation to a location outside your base location, at the time of bonus 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 myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This 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 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 exception 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.

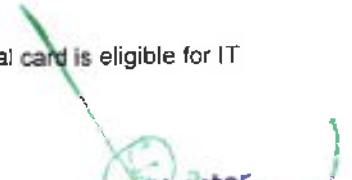
3. Non-transferable Meal card:

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:


Director
Dronacharya Group of Institutions
22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

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:

- 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 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 :

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 Director 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.

Accept Decline


Signature Mridul Mishra 21/1/2022 5:14 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T +91 (80) 2844 0011
Doddakannelli F +91 (80) 2844 0054
Sarjapur Road E info@wipro.com
Bengaluru W wipro.com
560 035
India C L32102KA1945PLC020800

23069935


Director
Dronacharya Group of Institutions
23069935
Date: 21/01/2022

TPO

Subject:

FW: Dronacharya College Drive on 6th October 2021

From: Career Appinventiv [mailto:career@appinventiv.com]
Sent: Monday, November 29, 2021 2:03 PM
To: TPO
Subject: Re: Dronacharya College Drive on 6th October 2021

Hi Richa,

I hope you are doing well!

As discussed, please inform selected students to report in the office on **6th December 2021, Monday @11:00 AM**. We'll be sending confirmation e-mail to all the selected students by tomorrow.

Also, we'll conduct an interaction round with the selected students on **30th Nov**, in the second half. Please inform students to be available on time.

Thanks to you for very well coordination so far!

On Fri, Oct 22, 2021 at 6:23 PM Career Appinventiv <career@appinventiv.com> wrote:

Total Selects:

Annukirti	Dronacharya College Of	annukirti2000@gmail.com
Vivek Sharma	Dronacharya College of Engineering, Gurgaon	vivek.21216@ggindia.dronacharya.info
Mohit	Dronacharya Group of Institutions	mohit.13522@ggindia.dronacharya.info
Sachin Saharan	Dronacharya college of Engineering	saharansachin100@gmail.com

On Fri, Oct 22, 2021 at 5:10 PM Career Appinventiv <career@appinventiv.com> wrote:


Hi Richa,

Please find the list of final selects from the drive. Their joining date will be confirmed soon to you, Kindly block them for Appinventiv.

Annukirti	Dronacharya College Of	annukirti2000@gmail.com
Vivek Sharma	Dronacharya College of Engineering, Gurgaon	vivek.21216@ggindia.dronacharya.info
Mohit	Dronacharya Group of Institutions	mohit.13522@ggindia.dronacharya.info

There are few students pending for the 2nd technical interview, we'll share their students soon.

From: Career Appinventiv [mailto:career@appinventiv.com]
Sent: Wednesday, September 22, 2021 3:12 PM


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306.

To: Niharika Rawat

Subject: Virtual Campus Placement Drive Proposal || Appinventiv Technologies - Noida

Hi TPO,

WHO WE ARE:

Appinventiv is a digital product agency that designs & builds new age technology helping Fortune 500 companies & next-generation start-ups to drive growth & build the future of digital inventions. We are a highly curated team of 800+ certified developers, outside-of-the-box thinkers, lean product-first methodology, and an obsession with making game-changing mobile-based products.

As one of the largest mobile app development companies in the world, we have handled over 1000+ complex projects of various brands like Oracle, KPMG, IKEA, Vodafone, Dominos, where we worked on mobile apps, IoT, Wearables, Blockchain, AR/VR, cloud integration, cross-platform, on-demand, enterprise mobility, web, mCommerce and alike.

Profile Requirement:

1) **Software Trainee/Engineer - iOS/Android/Node/Angular/ReactNative/React JS/Flutter(Fresher 2022)**

- Strong technical skills in C,C++,Java.
- Excellent Communication Skills
- Minimum 50% throughout.
- Passion for Mobile development

A) Interview Process:


Round 1: Online Written test (45 Question) divided into three sections -

- C- Coding and Technical .
- Java - Coding and Technical
- Aptitude- Logical reasoning/Maths/Grammar.
- *Time allotted for written test "1 hour"

Round 2: The Technical interview based on "Logics & Programming"

Round 3: The Technical round 2

Round 4: HR Rounds


Director
Brahmacharya Group of Institutions
27, KP-III, Greater Noida-201306

FREQUENTLY ASKED QUESTION:

Qualifications: Btech - CS/IT/EC, MCA, BCA

Job Location: Noida

Stipend During probation: 12000 p.m

Probation Period: 6 Month

Salary After Probation: 3.6 LPA - 4.2LPA

Service Agreement - 2 years(effective from date of joining)

Students Joining: January (Leaves will be provided during exams)

Please share below information:

Total No. of Students in Btech - CS/IT/EC & MCA	Total students Strength	How Many of them are Placed	No. of Unplaced Students	Confirmation between 4th Oct

Entire selection process will take minimum 2 & maximum 3 weeks, though assessment test will be done within a day as per the proposed date.

If you have any questions, we can be reached at 8448182015 I look forward to receiving the information and speaking with you soon.

We hope to have a good turnaround of students from your reputed Institute. Looking forward to a long term relationship.



Niharika Rawat
Asst. Manager HR
HR | Appinventiv



120-4174793 | 8448182015

niharika.rawat@appinventiv.com

www.appinventiv.com

B - 25, Sector 58, Noida

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



A handwritten signature in green ink, appearing to be a stylized name, located above the printed text.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

Labels

1/54

52



to shuklapranjal215@gmail.com, me

Dear Pranjal,

Greetings of the day!!

Hope all is well at your end.

This is in reference to the discussions you had with us, in continuance to that below is provided the compensation offer for you

Kindly go through the same & share your acceptance to proceed.

Salary Break-up		
Name	Pranjal Shukla	
Designation	Graduate Engineer Trainee	
Company	Motherson Sumi Systems Ltd.	
Division	Central Quality Assurance	
Joining Location	C-14 A & B, Sector-1, Noida	
Working Location	A-3, Sector 84, Noida	
Particulars	Amount (INR Per Month)	Payable


 Director
 Branches Group of Institutions
 27, K.P. Road, Greater Noida, 201306

Date: 4th December 2021

Dear Rishab Thakur,

We are delighted to share the Letter of Intent to you at the position of **Quality Analyst**. Your total CTC will be **Rs 3.5 Lakhs** per annum (Three Lakhs Fifty Thousand Rupees Per Annum). 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 **5 December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5 December 2021**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR



Director

Brenacharya Group of Institutions

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Annexure 1

Compensation Break-down		
Name	Rishab Thakur	
Designation	Quality Analyst	
Grade		
Department	Professional Services	
Cost to Company	3.5 LPA	
Components	PM	PA
Basic	11666.67	140000.04
HRA	5833.34	70000.08
Leave Travel Allowance	0	0
Statutory Bonus	971.83	11661.96
Special Allowance	7694.828	92337.912
Fixed Component	26166.666	313999.992
Company PF	1800	21600
ESIC	0	0
Food Coupon	0	0
Variable Pay**	0	0
Joining Bonus	0	0
Retention Bonus	0	0
Car Reimbursement	0	0
Attire Reimbursement	0	0
Telephone/Internet	1000	12000
Education Allowance	200	2400
Gross Salary	27366.666	329399.992
Total CTC	29166.666	350000

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Director

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

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)

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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.
- 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.


This is a digitally produced letter no physical signature is needed.



Director

A Cloud Computing Solution Company




Director
Donacharya Group of Institutions
2A, KR-III, Greater Noida-201306



Richa Jaiswal <richa.jaiswalgnindia.dronacharya@gmail.com>

Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2022 : Vinove Software Ltd

1 message

Careers @ Vinove <careers@vinove.com>

3 November 2021 at 09:05

To: rithik.rawat056@gmail.com

Cc: Rahul vinove <rahul@vinove.com>, richa.jaiswalgnindia.dronacharya@gmail.com

Hi,

Many Congratulations for getting selected in "Vinove Software & Services Pvt. Ltd"Further to your application and subsequent interview with us, we are pleased to offer you the post of Junior Associate Software Developer Grade "T" in our organization.A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the documentation by 9th November 2021.You will be required to join their duties on or before **January 2022 at 9:00 AM** at the following address:Vinove Software & Services Pvt. Ltd.Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)

Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:

Vinove Software & Services is an ISO 9001:2008 and NASSCOM Certified IT Co. with 15+ years of experience in the Web & mobile industry. Being a specialized firm for providing web & mobile services and solutions, we have mastered in dealing with both, National & International Clients. Our service portfolio includes fully customized web design and application development, Mobile Apps eBusiness Solutions. Our culture boasts of passionate, innovative and meticulous professionals.

Please visit the following URLs to know more about our business.<http://www.vinove.com><http://www.pixelcrayons.com><http://www.valuecoders.com><http://www.invoicera.com>**Company Address / Locations****NOIDA**

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126, Noida, UP- 201313

GURGAON

ValueCoders India (A Vinove Company)

2nd Floor Plot no 55 P, Sector 44 Gurugram.

Achievements:

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Winner: Deloitte Technology Fast 50 India
 Winner: Deloitte Technology Fast 500 Asia Pacific
 Winner: NASSCOM IT Emerge India 50 - 2011
 Asia Red Hearing 100 Finalist
 eRetail Solution Provider India 2011 - 12
 Magento Solution Silver Partner
 Proud DrupalCon Sponsors (Munich & Portland)

If you wish to know more about us, you may want to review the following:
 Our Introductory Video (Recommended):

<https://www.youtube.com/watch?v=ZdIB0xNbxCA>

FEW OTHER IMPORTANT POINTS

- #1. All selected candidates need to sign a service agreement of 30 months (2.6 Yrs)
- #2. it an indemnity Bond (worth Rs. 2 Lakh). Where they need to submit a cheque of Rs. 2,00,000 (Only Cheque not money) for the duration of 30 months.
- #3. The documentation part will be done before joining & then the Letter of Intent will be released.

Elaboration #2 : PS. We are not asking to submit/deposit a single rupee to us. We just need a cheque (it could be a ZERO balance account as well), which will be kept with us for the next 30 months & will be returned back after the agreement duration.

Documents required to be submitted:

- Photocopies of mark sheets & certificates of your all education qualification (Original documents will be returned on the same day of joining after verification so we are not asking for any original documents).
- Passport size photographs (4 copies)
- Identity proof - Valid passport / Aadhar card
- PAN card
- Canceled cheque (for bank account details & for records only)
- A Cheque worth Rs. 2 Lakh (in Favour of - Vinove Software & Services Pvt. Ltd)
- Attached/Print Services Agreement (on Rs. 100 Stamp Paper)
- Bond Declaration (shared in attachment)
- Undertaking (shared in attachment)
- Cheque Receiving doc. (shared in attachment)

We look forward to your joining our organization or a long, successful and mutually rewarding relationship.

Note:

- 1- No need to share any original documents only photocopy is required.
- 2- You need to courier all documents to our Noida (Vinove Software and Services) Office and also for the confirmation you need to send the image of receipt which you will receive from the courier office or in case you are in NCR Region then you can also visit the office in Noida for documentation.
3. LOI/Offer Letter will be Initiated after your documentation only.






PLEASE FEEL FREE TO CONNECT FOR ANY QUERY / CLARIFICATION.

Regards,

Shakshi Singh
 HR Executive- L1
 Vinove Software & Services (P) Ltd. | ValueCoders Services LLP
 M: 7275314095
 careers@vinove.com | hr@vinove.com | shakshi.singh@vinove.com
 ISO 9001:2008 | Magento Solution Silver Partner | NASSCOM CERTIFIED
 * New York // London // New Delhi // Gurgaon // Noida *


 Director
 Dronacharya Group of Institutions
 27, KP-171, Greater Noida-201305

5 attachments

-  **BOND Declaration.docx**
9K
-  **Service Agreement - Vinove Software _ On Stamp Paper.docx**
12K
-  **Cheque Recieving.docx**
14K
-  **Undertaking For Trainee At ValueCoders Services LLP.pdf**
114K
-  **Trainee _ Freshers Salary Breakup - Operations.pdf**
73K



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, October 19, 2021 4:37 PM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; 'Director Director'; tpo@ggnindia.dronacharya.info
Subject: Final Selection: Velocity Software Solutions Pvt Ltd
Attachments: image001.jpg

Categories: Red Category, Green Category

Dear Richa Ma'am,


Congratulations!!

As discussed, Rishav Kumar has been selected for the "Software Developer" profile and need to join the company from 25th October 2021.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida - 201308



Offer: Computer Consultancy
Ref: TCSL/DT20218087551/Delhi
Date: 06/06/2022

Mr Rishav Kumar
893/8 Mehrauli , New Delhi 110030 Mehrauli-Gurgaon Road,
Near State Bank Of India,
New Delhi-110030,
New Delhi.
Tel# -

Dear Rishav Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer in Grade C1**. You will be assigned a role in the **TCS Digital (TCS Digital) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/DT20218087551

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

10th Floor, PFI Building, 4, Patel Nagar Street, New Delhi 110 008 India
Tel: +91 11 4255 4000 Fax: +91 11 2321 1234 Website: www.tcs.com
Registered Office: Naraina Complex, 20th Floor, Naraina Pocket, New Delhi 110 028 India
TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.

Rishav Kumar

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



GROSS SALARY SHEET

Annexure 1

Name	Rishav Kumar
Designation	Systems Engineer
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Quarterly Variable Allowance*	3,100	37,200
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance		
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.
 * Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.
 ** The Performance Pay is applicable upon successful completion of the TCS Xplore Program.
 *** For HIS - Note that Rs. 7900 if the employee is Single; if the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.
 **** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
 City Place, 9th Building, 4 Park Street, New Delhi 110 001 India
 Tel: +91 11 2611 4111 Fax: +91 11 2611 4112 Email: www.tcs.com
 Registered Office: New Delhi, Tel: +91 11 4000 9000, Mumbai 400 024
 TCS Careers Service: 1 800 409 3333 and careers@tcs.com

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Rishav Kumar

Director

Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Global Campus Hiring updates

Dear Candidate

Greetings from Wipro!

Hope you're doing well!

Due to some technical glitches there is a delay in releasing the Letter of Intent(LOI) We are actively working to resolve the issue and your LOI will be released soon.

We appreciate your patience! *Stay tuned on your registered mail ID for further updates.*

In case you wish to know more about **revised compensation** please write to manager.campus@wipro.com

Regards,

Wipro Campus Hiring team



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TCS Offer Letter Unblock



TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
to me ▾

2:03 AM (10 hours ago)



Dear **Rishav Kumar**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on I Accept button to accept the offer.
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact: 1800-209-3111 (toll free) / hr_support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

Director

Dronacharya Group of Institutions
27, MP-III, Greater Noida-201306

TPO

From: Ravi Kaushik <ravikaushik0202@gmail.com>
Sent: Thursday, July 14, 2022 11:01 AM
To: tpo@gnindia.dronacharya.info
Subject: Provisional Certificate required

Categories: Orange Category

Good morning mam,

I would required provisional certificate to join Byju

Regards
Ravi kaushik
15628

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

From: **Soniya Chugani** <soniya.chugani@byjus.com>
Date: Thu, Jul 14, 2022, 9:58 AM
Subject: Interview Result at BYJU'S-Gurgaon
To: <ravikaushik0202@gmail.com>



Dear Ravi Kaushik,

We are thrilled to inform you that you are being invited for the **APPLICANT TRAINING PROGRAM** at **BYJU'S**. This training program would be in two stages. Stage 1 will be a classroom training (CRT) of 2 weeks which will be conducted at the joining/role location itself. Stage 2, will be an On-the-Job Training (OJT) of 4 weeks which will also be physically done in the office. Furthermore, only on successful clearing the assessments and minimum requirements of the CRT stage, you will be moved to the OJT stage. You will get an opportunity to be eligible for being offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Registration Details: As an initial step of joining the training program, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the formal invitation letter(after it is released)

Step 1: Register using the below-mentioned link

Step 2: Complete your details in the 'Application Page'

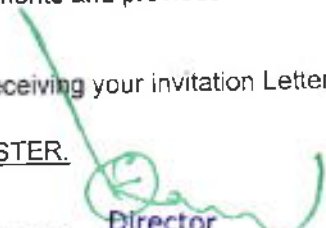
Step 3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step 4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your invitation Letter.

REGISTRATION LINK: [PLEASE CLICK HERE TO REGISTER.](#)

Please reply to this mail to acknowledge and confirm your offer.

JOINING DETAILS:


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Date of Training Initiation: 07/26/2022.

Role Location : - (Inside Sales)

Stipend for entire Training Program of 6 weeks: INR 33,750 (Stipend)

You will also be eligible for a performance pay of up to 10% of the total sales (confirmed revenue).

Please note the compensation would be adjusted on a pro rata basis based on the number of days you are active in the training program.

DETAILS OF BYJU'S APPLICANT TRAINING PROGRAM:

You will be undergoing BYJU'S Applicant Training Program (ATP) which is divided into 2 stages. The first stage is a 2-week **Classroom Training (CRT)** which will be conducted at the office location. CRT will end with an evaluation of all the trainees and only successful trainees will then proceed to stage 2 of the training program, i.e. the **4-week On-the-Job Training (OJT) stage**.

The classroom training will be conducted physically in the offices of the assigned Joining Location. This "Field training/On-the-Job Training" will be also be conducted at the Joining location itself. During your On the Job Training, you will be expected to meet customers and provide Byju's product demos.

You will be assessed and evaluated during both stages of the ATP individually. As described before, a Trainee needs to successfully clear the evaluation in the CRT stage to be eligible to move to the OJT stage.

IMPORTANT THINGS TO NOTE:

Please note the following points regarding your training and onboarding as given below:

1. Your successful completion of the first phase of the ATP - (CRT phase) will depend upon fulfilling all the below mentioned criteria:

1. The performance evaluation conducted by the training manager.
2. Successfully clearing the **Central Capability Evaluation/Performance Assessments and Quality Audits** conducted during the CRT phase
3. **Satisfactory performance and conduct feedback** from your Reporting Manager, Trainer and HR Team during the CRT phase

Please note that **failure to meet any one of the above mentioned** criteria will lead to disqualification from the ATP Program at the end of the CRT Phase.

2. Your successful completion of the second phase of the ATP - (OJT phase) will depend upon fulfilling all the below mentioned criteria:

1. Satisfactory performance and **conduct related feedback** from your Manager, Trainer and HR Team during the OJT phase
2. Successfully clearing all **capability, performance assessments/evaluations and quality audits** conducted during the OJT phase
3. Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)

Please note that **failure to meet any one of the above mentioned** criteria would mean that you will not be eligible to apply for the BDA role.

3. All your **original academic documents** are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

4. Please note that without completing the above registration and receiving the offer letter, your enrolment would not happen.

5. You need to have a laptop and a working broadband connection or internet access at all times during

the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

6. Please note that each and **every customer interaction** (call or product demo) done by you shall be **audited**. In case any inappropriate or unacceptable behaviour or conversation with the customer is noticed during the audit of any of your interactions, the company will initiate appropriate disciplinary action and shall lead to **immediate** relieving from the ATP with no option for rehire for any role at BYJU'S.

7. Business formal or business casual attire is mandatory during work hours.

8. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the enrolment date of the Applicant Training Program. It is a mandatory requirement to be enrolled into the Applicant Training Program.

9. We at BYJU'S or any of our recognized partners, do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

BDA Profile Details:

You will get an opportunity to be eligible for being offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Upon **successful completion of both stages of the Applicant Training Program, CRT stage as well as the OJT stage**, you will be eligible to be **offered the role of a Business Development Associate**. Post your joining the organization as an employee, you will be working at your role location itself for the role of Inside Sales.

Annual CTC post successful completion of the Applicant Training Program: INR 8 LPA (5 LPA fixed 3 LPA variable) for the role of BDA - Inside Sales. This role will be on a six days working per week model with one day week off both during as well as after training.

ABOUT BYJU'S:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 71 minutes being spent by a student on the app every day from 1701 cities, the BYJU'S app is making learning enjoyable and effective.

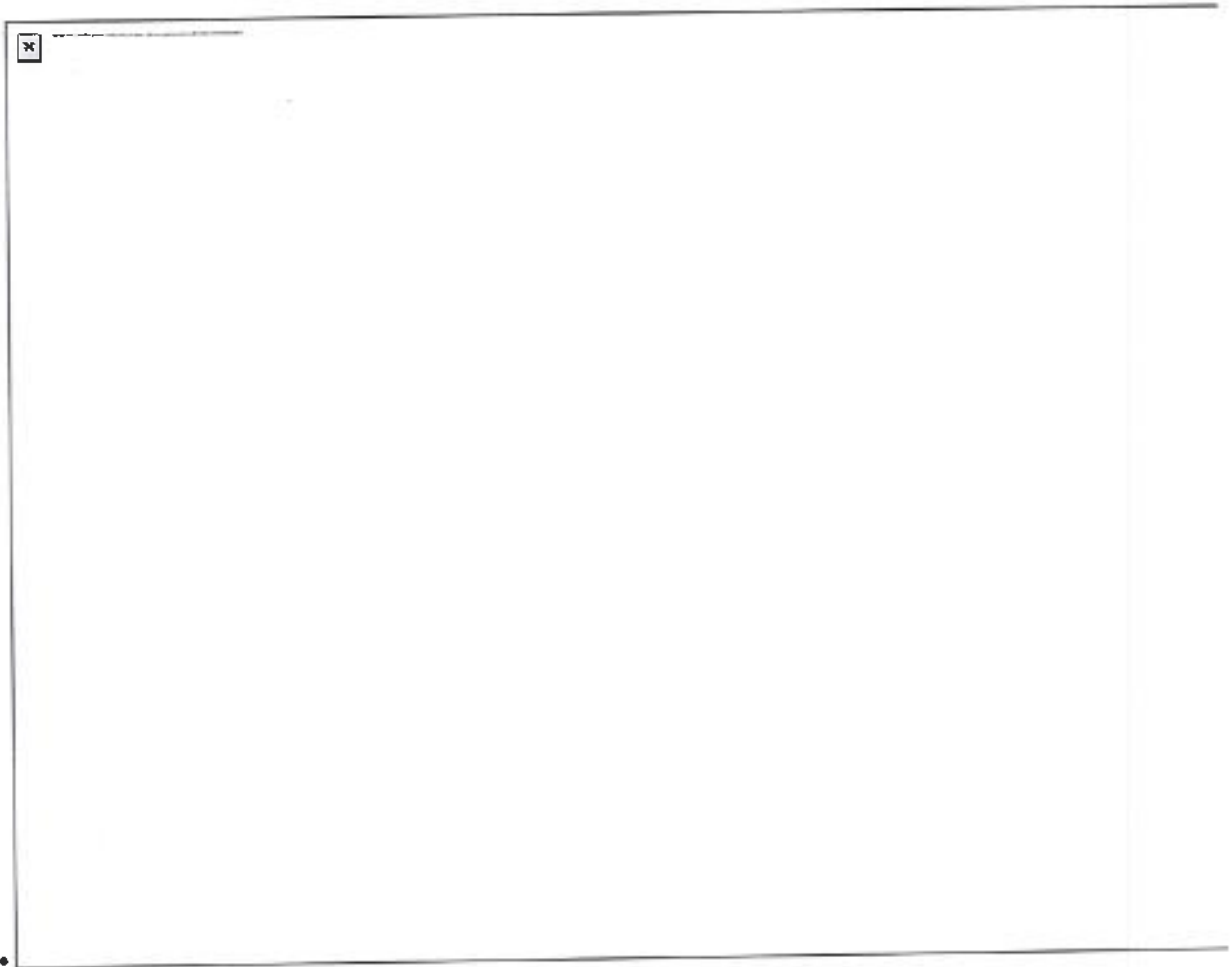
Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 2 Billion from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a BYJUite officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way. Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

Regards,

Team BYJU's



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Offer || Intern  inbox



Faisal Saifi 12/15/2021
to me, Neha, Beena, Vijay



Dear Ravi,

We thank you for spending time for the personal discussion.

It is my pleasure to extend the following offer of employment to you on behalf of **Mynd Integrated Solutions Pvt. Ltd.**

You have been appointed as **"Intern"** from **"18th January 2022" to "30th June 2022"** and are expected to join duty on or before **Tuesday, 18th January, 2022**. You will be eligible to get Stipend of **INR 17,000/- Per Month**.

Offer stands cancelled in case of any deviations in information or if you fail to report on or before the date of joining.

We look forward to you joining the Mynd Family.

Kindly reply with an acceptance to this offer and provide two professional references(name, contact number, designation and company)

Faisal Saifi

Team Lead - Talent Acquisition

Plot No - 285, 3rd Floor Udyog Vihar, Phase IV,
Gurgaon - 122001, Haryana, India

Mob: +91 8700096990


Email : faisal.saifi@myndsol.com

website : www.myndsolution.com

MYND.
Intelligence Automated

Follow us on:




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

TPO

From: Priyanka Hv <priyankahv014@gmail.com>
Sent: Friday, December 2, 2022 10:25 PM
To: Tpo@gnindia.dronacharya.info
Subject: Fwd: Documents Required || Xceedance || Joining on 7th Feb'22

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

From: Shivam Chandra <Shivam.Chandra@xceedance.com>
Date: Sat, Feb 5, 2022, 3:52 PM
Subject: Documents Required || Xceedance || Joining on 7th Feb'22
To:

Dear Candidate,

Kindly share the below documents for the further process.

- 1: Adhar Card
- 2: Pan Card
- 3: Marksheets and certificates of 10th, 12th and Graduation
- 4: resume
- 5: Full address

Class	Percentage
10%	
12%	
Graduation %	
Postgraduation %	

Regards

Shivam



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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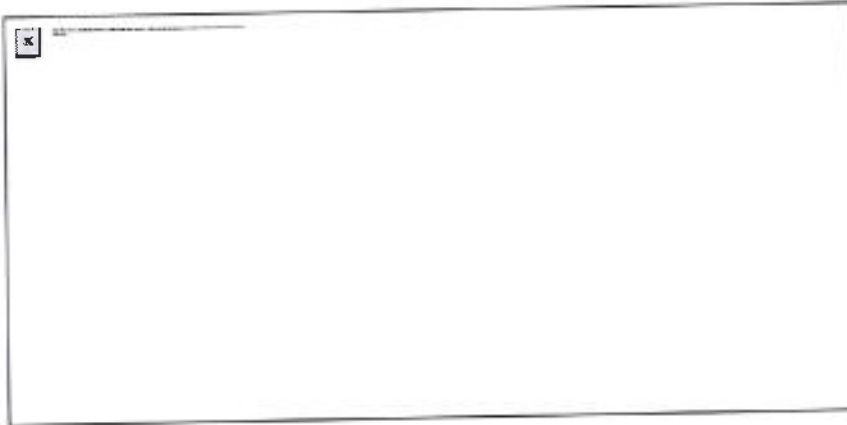


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Byjus Campus <campus@byjus.com>
Sent: Tuesday, January 25, 2022 9:10 AM
To: tpo@gnindia.dronacharya.info
Cc: Shivani Suhas; shilpa mukherjee; keerthana sudheer
Subject: BYJU'S CAMPUS 2022 DRIVE RESULT- Dronacharya Group of Institutions



Hello

Greetings from Byju's!

Please find below the result for the Virtual campus drive held with- **Dronacharya Group of Institutions**

A total of 01 students have been selected at BYJU'S – The Learning App.

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

Priyanka	priyankahv014@gmail.com	9643043788	Dronacharya Group of Institutions	Academic Specialist
----------	-------------------------	------------	-----------------------------------	---------------------

Heartiest Congratulations and we look forward to getting them on-boarded at BYJU'S. Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byju's.

The future BYJUites will have few engage sessions "BYJU'S ENGAGE" with our team to create a bond and bring them on speed with the ecosystem, culture and progress of our company. The details and schedules for the same will be communicated well in advance.

Warm Regards
TEAM BYJU'S


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail, and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable

precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Compose

Inbox 1,639

Starred

Snoozed

Sent

Drafts

More

Labels

Students Final Placement | CRMNEXT inbox x



Jessica Singh <jessica.singh@crmnext.com>

to me

Hi Richa

PFB the list of students we have selected for final placement and let us know their availability

College Name	College Roll No	Candidate Name
DGI GGN	13078	Priyanka
DCE GGN	21912	Amitesh pathek
DCE GGN	21004	Abhishek Yadav

Regards,

Jessica Singh | HR

T 9310916463

Email: jessica.singh@crmnext.com

www.crmnext.com




Director
Dronacharya Group of Institutions
23, KPHAW, Greater Noida-201306



Offer: Computer Consultancy
Ref: TCSL/DT20218075873/Delhi
Date: 13/12/2021

Mr. Pranjal Shukla
5/19, Pocket 7, Ews, Sector 82,
Near Vds Market,
Noida-201304,
Uttar Pradesh.
Tel# -

Dear Pranjal Shukla,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TATA CONSULTANCY SERVICES

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

Director
Dronacharya Group of Institutions
27, Sector 14, Gurgaon, Haryana



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

Director

2



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme


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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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


Director 3
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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


Professional Memberships

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

TCS Confidential
TCSL/DT20218075873

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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


Director 4
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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TCSL/DT20218075873

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110011 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com


Director

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Group of Institutions
Greater Noida-201306



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

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TCSL/DT20218075873

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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



OFFER CUM APPOINTMENT LETTER

4th April 2022

Nisha Sharma

Dear Candidate,

We are delighted to offer you an opportunity to join People Pulse Consulting (People Pulse). We are convinced that you will have the ability to grow and thrive in our inclusive and supportive environment, where your unique talents and contributions will be recognized and valued.

This employment offer is with People Pulse from Monday – 4th April 2022. Outlined below, you will find all the necessary details about your responsibilities, compensation and various legal requirements.

Title

Designation	Consultant (L1)
Department	Talent Acquisition
Location	Noida
Proposed Date of Joining	4 th April 2022
Performance Incentive/Bonus	You shall be entitled to participate in firm's discretionary incentive scheme under which the payment shall be made in recognition to your performance against various measures

Compensation & Benefits

Effective on your first day of employment, your annual base salary will be INR 2.04 LPA. In addition to your base pay, you will have the opportunity, under People Pulse incentive pay program, to be recognized for contributions that go above and beyond our everyday high expectations.

Salary Heads	Per Annum (INR)
Basic	81,600
HRA	40,800
Conveyance Allowance	24,000
Other Allowances	57,600
Total	2,04,000

Monthly Variable Structure

Quarterly Billing	Amount
INR 1.5 Lacs to 2 Lacs	5k
INR 2 Lacs to 3 Lacs	10k
INR 3 Lacs or above	15k


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201305



Apart from this, you will be given an annual bonus till 31st March 2023. The entire variable structure is applicable for financial year 2022-2023.

Annual Bonus Structure

Yearly Bonus 2022 - 2023	Amount
INR 15 Lacs to 20 Lacs	50k
INR 20 Lacs to 25 Lacs	75k
INR 25 Lacs or above	1.5 Lacs

People Pulse has a performance-based Incentive policy and any adjustments to your base annual salary will be based primarily on your annual performance, as well as People Pulse's overall performance. The "PerformanceYear" begins 1st April and concludes 31st March. People Pulse's leadership will make the final decision regarding any base annual salary adjustments awarded

Employment Terms

Your employment will be in accordance with the rules, regulations and policies of the firm, as amended from time to time. The employment contract includes a provision regarding a probationary period of not more than one (1) month. During the Probationary Period, your service may be terminated by People Pulse without notice and without assigning any reasons whatsoever.

This offer is contingent upon your successful completion of our hiring process, including receipt of information satisfactory to People Pulse in response to our pre-employment investigation process. This includes information specific to your current position/employer, which will be verified at the appropriate time. Should there be any reason for concern regarding these processes, please advise us immediately.

Confidentiality Agreement

You shall not disclose to anyone, directly or indirectly, except as your duties at People Pulse may require, during or after the term of your employment by People Pulse, any trade secret or confidential information regarding People Pulse's business.

Notice Period:

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing. The employment can be terminated at the discretion of PEOPLE PULSE subject to 30 days' notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, PEOPLE PULSE will have / reserve rights to terminate immediately without giving notice period.

Indemnity:

You shall be responsible for protecting any property entrusted to you in the due discharge of your duties and you shall indemnify if there is a loss of any kind to the said property.

Holidays:

You will be entitled to paid holidays in a year as notified by the company from time to time.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Absenteeism:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

Rules & Regulations:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

Please respond to our offer within 24 Hrs. If the terms stated in this letter are agreeable to you, please sign on the line provided and email to hr@peoplepulse.in.

If there is anything, we can do to assist you in your decision, please do not hesitate to call us at any time. We look forward for a long term, mutually growing association with you.

Sincerely,

Kanika Mahajan (MD &CEO)
People Pulse Consulting

All the above-mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Place:.....

Signature:.....

Date:.....

Director

Dronacharya Group of Institutions
27, KP-III, Gurgaon, Haryana - 122006

Ref: PMI/HR/LOI/2022/16

Dated 04 February - 2022

Mr. Vikash Kumar
Rajendra Nagar Madhubani
Distt- Purnea
Bihar - 854301
Mob No. 7631185159

Dear Mr. Vikash,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in our organization on the terms and condition as mutually agreed upon.

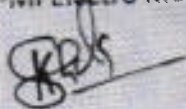
You are requested to join your duties with us on or before **07/02/2022**, in case you do not join by said date, your letter of intent shall automatically stand cancelled for which no separate notice will be sent. This letter is valid subject to your being found medically fit by Registered MBBS doctor. Please also note that this is a letter of intent only and detailed letter of appointment and responsibility chart as discussed at the time of interview shall be issued to you on joining your duties with us. Please sign the duplicate copy of this letter as token of your acceptance.

Please note that at the time of joining our organization, you will be required to submit the following mandatory testimonials/ documents:-

01. Original as well as photocopies of academic and professional qualifications
02. Govt. ID proof like PAN, Aadhar card, Voter card, Ration card
03. Three recent passport size-colored photographs
04. Medical fitness certificate by MBBS doctor.
05. Covid-19 fully vaccinated certificate copy

Thanking you

For PMI Electro Mobility Solutions Pvt Limited



SANDEEP KHOLA
(HEAD-HR)
Cc: Personal file



Director
Dronacharya Group of Institutions
27, KPH-11, Greater Noida-201309

PMI ELECTRO MOBILITY SOLUTIONS PRIVATE LIMITED

Registered Office : B 11, 1st Floor, Greater Kailash Enclave II, New Delhi - 110048
Factory Address : Plot No. 39, Industrial Area, Dharuhera, Rewari, Haryana 123106
Tel : 011 - 4557626 | www.fotonpmi.com | info@fotonpmi.com
CIN No. U45100DL2017PTC319899 | GSTIN : 06AAECJ0153A1ZB

TPO

From: Ruhi Peter <ruhipeeter4@gmail.com>
Sent: Thursday, September 30, 2021 11:28 AM
To: tpo@gnindia.dronacharya.info
Subject: FW: Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2022 : Vinove Software Ltd
Attachments: BOND Declaration.docx; Cheque Recieving.docx; Service Agreement - Vinove Software _ On Stamp Paper.docx; Trainee _ Freshers Salary Breakup - Operations - 2022 Batch.pdf; VC - Undertaking For Trainee At Vinove Software Ltd.pdf
Categories: Yellow Category

Sent from [Mail](#) for Windows

From: [Careers @ Vinove](#)
Sent: 30 September 2021 10:22
To: ruhipeeter4@gmail.com
Cc: [Rahul vinove](#)
Subject: Congratulation : Offer Letter/Documentation Pending : Software Trainee : Batch 2022 : Vinove Software Ltd

Hi,

Many Congratulations for getting selected in "**Vinove Software & Services Pvt. Ltd**"

Further to your application and subsequent interview with us, we are pleased to offer you the post of **Junior Associate Software Developer** Grade "T" in our organization.

A detailed offer letter with terms and conditions of their employment will be issued after the documentation, So Please complete the documentation by **4th October 2021**.

You will be required to join their duties on or before **January 2022** at **9:00 AM** at the following address:


Vinove Software & Services Pvt. Ltd.
Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126,
Noida, UP- 201313

OR

ValueCoders India (A Vinove Company)
Plot No. 55P, IInd Floor, Sector 44, Gurgaon

About the Company:

Vinove Software & Services is an ISO 9001:2008 and NASSCOM Certified IT Co. with 15+ years of experience in the Web & mobile industry. Being a specialized firm for providing web & mobile services and solutions, we have mastered in dealing with both, National & International Clients. Our service portfolio includes fully customized web design and application development, Mobile Apps eBusiness Solutions. Our culture boasts of passionate, innovative and meticulous professionals.


Director
Dronacharya Group of Institutions
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Please visit the following URLs to know more about our business.

<http://www.vinove.com>

<http://www.pixelcrayons.com>

<http://www.valuecoders.com>

<http://www.invoicera.com>

Company Address / Locations

NOIDA

Vinove Software & Services Pvt. Ltd.

Fusion Square, 5A-5B, 3rd Floor, Raipur Khadar, Sector 126, Noida, UP- 201313

GURGAON

ValueCoders India (A Vinove Company)

2nd Floor Plot no 55 P, Sector 44 Gurugram.

BANGALORE

ValueCoders India (A Vinove Company)

001-117, Vaishnavi Signature , Outer ring road , Bellandur, Bengaluru Karnataka 560103

Achievements:

Winner: Deloitte Technology Fast 50 India

Winner: Deloitte Technology Fast 500 Asia Pacific

Winner: NASSCOM IT Emerge India 50 - 2011

Asia Red Hearing 100 Finalist

eRetail Solution Provider India 2011 - 12

Magento Solution Silver Partner

Proud DrupalCon Sponsors (Munich & Portland)

If you wish to know more about us, you may want to review the following:

Our Introductory Video (Recommended):

<https://www.youtube.com/watch?v=HFAOmKg6bxw>

FEW OTHER IMPORTANT POINTS

- #1. All selected candidates need to sign a service agreement of 30 months (2.6 Yrs)
- #2. it an indemnity Bond (worth Rs. 2 Lakh). Where they need to submit a cheque of Rs. 2,00,000 (Only Cheque not money) for the duration of 30 months.
- #3. The documentation part will be done before joining & then the Letter of Intent will be released.

Elaboration #2 : PS. We are not asking to submit/deposit a single rupee to us. We just need a cheque (it could be a ZERO balance account as well), which will be kept with us for the next 30 months & will be returned back after the agreement duration.

Documents required to be submitted:

- Original and photocopies of mark sheets & certificates of your all education qualification (Original documents will be returned on the same day of joining after verification so we are not asking for any original documents).
- Passport size photographs (4 copies)
- Identity proof - Valid passport / Aadhar card
- PAN card
- Canceled cheque (for bank account details & for records only)
- A Cheque worth Rs. 2 Lakh (in Favour of - Vinove Software & Services Pvt. Ltd)
- Attached/Print Services Agreement (on Rs. 100 Stamp Paper)


Director
Dronacharya Group of Institutions
27, KP-1st, Greater Noida-201305

We look forward to your joining our organization on a long, successful and mutually rewarding relationship.

Note:

- 1- No need to share any original documents only photocopy is required.
- 2- You need to courier all documents to our Gurgaon (Valuecoders) Office and also for the confirmation you need to send the image of receipt which you will receive from the courier office or in case you are in NCR Region then you can also visit the office for documentation.
3. LOI/Offer Letter will be initiated after your documentation only.

PLEASE FEEL FREE TO CONNECT FOR ANY QUERY / CLARIFICATION.

Regards,

Shakshi Singh

HR Executive- L1

Vinove Software & Services (P) Ltd. | ValueCoders Services LLP

M: 7275314095

careers@vinove.com | hr@vinove.com | shakshi.singh@vinove.com ISO 9001:2008 | Magento Solution

Silver Partner | NASSCOM CERTIFIED * New York // London // New Delhi // Gurgaon // Noida *


Director
Dronacharya Group of Institutions
27

TPO

From: SAZID KHAN <sazid.13541@gnindia.dronacharya.info>
Sent: Thursday, September 23, 2021 4:51 PM
To: hr@bitcs.in
Cc: tpo@gnindia.dronacharya.info
Subject: Acceptance offer letter - sazid khan
Attachments: aadhar_card_front.jpg; aadhar_card_back.jpg; Passbook.jpg; pancard.jpg; passport_size_photo.jpg; casual_photo.jpg; high_resolution_photo.png

Categories: Green Category

Dear HR Manager,

I would like to thank you for the opportunity and looking to working with you. It makes me more than happy to be able to work for BITCS. Please consider this email as my formal acceptance letter for the Internship & Full Time Job offer.

Although I am clear about my Internship Stipend – 12000/- per month during the internship period, and after that my package will be 5.2LPA.

Looking forward to beginning working and meeting the team from 27th Sep 2021 (Monday). I have already sent all the necessary documents through the mail and believe that no paperwork is pending from my side. If there is any document remaining, please let me know.

Bank Account Details:-

Br. Address: A105 Mohan Garden Uttam Nagar, Main Najafgarh Road New Delhi, 110059

Account No: 610310110002910

IFSC Code: BKID0006103

Name: Sazid Khan


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

6:17

VoLTE 4G LTE



Letter of Intent || People Pulse



Inbox



Suraj Singh Yesterday

to me, Kanika, Rohit



Dear Nisha,

We are very pleased to inform you that we have shortlisted you for the position of Consultant (L1) in our organisation: PeoplePulse. Therefore, we are informing you about our intention to hire you for this position under the following terms:

1. Terms of employment: Full-time job of Consultant (L1)
2. Compensation: Annual fixed CTC of 2.04 LPA
3. Start date: No later than Monday-April 4th, 2022
4. Probation period: There is a probation period of 3 months. On successful completion of the probation period, we will confirm your employment.
5. Notice Period: In case you wish to resign, you need to serve a notice period of 30 days before leaving.
6. Binding effect: This letter of intent was drafted solely for the purpose of creating a legally binding employment contract in the future.

Detailed offer cum appointment letter will be shared on the date of joining.

Kindly share your acceptance to confirm your joining on Monday 4th April 2022.

Looking forward to having you onboard:)



Suraj Singh

HR Manager | People Pulse Consulting

+91-9149337285

hr@

peoplepulse.in

www.peoplepulse.in

Director

Dronacharya Group of Institutions

27, K5-III, Greater Noida-201306



PhysicsWallah

CIN Number
:U80900UP2020PTC129223

Call :- 9161123482
Visit Us :- physicswallahalakhpandey.com
physicswallah.live

Registered office : Physics Wallah Pvt. Ltd., A-13/5, Sector 62, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201309
Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309

Date: 27-Apr-2022

Dear Mr. Sazid Khan,

Further to your application and the discussions you had with us, we have pleasure in offering you the position of **Trainee in Tech - Engineering** team for "Full Stack" role with our organisation. We believe that your knowledge, skills, and experience would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of PW.

Please take the time to review our offer. It includes important details regarding your anticipated Traineeship with us.

Position

Physics Wallah is offering you to join us as **Trainee** with our **Tech - Engineering** Team for for "Full Stack" role. This is a **Full-Time** profile.

Compensation

Your fixed CTC will be INR **600,000/-** per annum. You'll be paid INR **50,000/-** on a monthly basis.

Commencement date

Your position will commence on **28-Apr-2022**.

Traineeship Period

Your traineeship period will be of **180 days**.

Notice Period

You will be required to provide a notice 30 days prior to leaving the organization. Upon completing the notice period, your Traineeship will be terminated.

We look forward to welcoming you to the PW team.

Yours Sincerely,
PhysicsWallah Pvt. Ltd.

Satish Khengre
Head - HR

Director
Brahmacharya Group of Institutions
27, KP-1
Sazid Khan
Sign: _____



PhysicsWallah

CIN Number
U80900UP2020PTC129223

Call :- 9161123482
Visit Us :- physicswallahalakhpandey.com
physicswallah.live

Registered office : Physics Wallah Pvt. Ltd., A-13/5, Sector 62, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201309.
Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

KINDLY READ THE FOLLOWING POLICY AND ADHERE TO IT-

Confidentiality:

1. Confidential and Proprietary Information. In the course of Traineeship, Trainees will be exposed to confidential and proprietary information. Such information shall mean any data or information that is competitively sensitive material and not generally known to the public, including, but not limited to, information relating to, marketing strategies, finance, operations, systems, proprietary concepts, documentation, reports, data, specifications, computer software, databases, inventions & know-hows, Student profiles, Supplier Details, sales estimates, business plans and internal performance results relating to the past, present or future business activities, technical information, which Employer considers confidential and proprietary. The Trainee acknowledges and agrees that the confidential and proprietary information is valuable property of the Employer, developed over a long period of time at substantial expense and that it is worthy of protection.

2. Confidentiality Obligations. Except as otherwise expressly permitted in this offer letter, the Trainee shall not disclose or use in any manner, directly or indirectly, any confidential and proprietary information, official Incidents either during the term of this Traineeship or at any time thereafter, except as required to perform their duties and responsibilities or with the Employer's prior written consent.

3. Rights in Confidential and Proprietary Information. All ideas, concepts, work product, information, written material or other confidential and proprietary information disclosed to Trainee by Employer

-are and shall remain the sole and exclusive property of Employer, and

-solely in reliance on Trainee's agreement to maintain them in confidence and not to use or disclose them to any other person except in furtherance of Employer's business.

This offer letter does not confer any right, license, ownership or other interest or title in, to or under the confidential and proprietary information to the Trainee.

4. Irreparable Harm. Trainee acknowledges that use or disclosure of any confidential and proprietary information in a manner inconsistent with this offer letter. Employers shall be entitled to pursue any other legally permissible remedy available as a result of such breach, including but not limited to damages, both direct and consequential. In any action brought by the Employer under this Section, the Employer shall be entitled to recover its attorney's fees and costs of legal proceedings, fines and fees from the Trainee.

5. Non-Disclosure. Trainee agrees at, except as directed by Company, and in the ordinary course of Company's business, Trainee will not at any time, whether during or after his Traineeship, disclose to any person or use, directly or indirectly, for Trainee's own benefit or the benefit of others, any Proprietary Information, or permit any person to examine or make copies of any documents which may contain or is derived from Proprietary Information.

6. During the period of your service with the Company, you will devote full time to the work of the Company. Further, you will not take up any other Traineeship or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the

Director

Dronacharya Group of Institutions
27, KP-II, Sector-62, Noida-201308

Sazid Khan

Sign:



Company.

7. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilise them for your own use or disclose to other persons during or after your Traineeship. You are expected to observe secrecy & not part with company's sensitive & confidential information or strategy, finance, documents or products. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during the course of the Traineeship and on cessation for at least 2 years period.

8. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by policies, rules, regulations and orders promulgated by the management from time to time.

9. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

10. You will not accept any present / gift, commission or any sort of gratification in cash or kind from any person, party or firm or company, dealing with the company and if you are offered any, you should immediately report the same to the Management.

11. No authority is vested upon you both to make any financial commitment and enter into agreements / contracts / understandings of any nature with any second party and third party without seeking the prior permission / approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary / appropriate legal action will be taken.

12. **Termination:** Your services may be terminated without notice and on account of reason of any of the above acts or omissions. The company shall be entitled to recover the damages from you. In case the Trainee wishes to end the service, He/She will have to serve the notice period as per the organizational norm [30 days maximum] The notice period duration can be mutually agreed. Notwithstanding the above condition, the contract of service may also be terminated because of under-mentioned stipulations. This will be without payment of any compensation:

- In case you are found to be medically unfit either physically or mentally by the Company's authorized medical practitioner or hospital, on health examination.
- As and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification, experience, salary etc.
- If you are found to be not possessing the desired qualification as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy.
- If at any time you are showing non-performance on job responsibilities or are guilty of fraud, dishonest, disobedience, misconduct, negligence, moral turpitude, sexual harassment, prejudice, suppression of material information or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Director

Dronacharya Group of Institutions

27.11.2020

Sazid Khan

Sign:



PhysicsWallah

CIN Number
:U80900UP2020PTC129223

Call :- 9161123482
Visit Us :- physicswallahalakhpandey.com
physicswallah live

Registered office : Physics Wallah Pvt. Ltd., A-13/5, Sector 62, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201309.
Head Office : Physics Wallah Pvt. Ltd., (K1) Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

On the termination of your Traineeship for whatever reason, you will return to the Company all property; documents and information pertaining to your projects and assignments, both original and copies made.

I hereby acknowledge and accept the Job offer and policy

Name- Sazid Khan

Sign- 

Date: 28 April, 2022


Director

Dronacharya Institute of Institutions
27

Sazid Khan

Sign: 



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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Noida-201305



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

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

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Pranjal Shukla
Designation	Assistant System Engineer-Trainee
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue: Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakranga, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.


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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. **Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. **No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TCS Confidential
TCSL/DT20218075873

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3113 Email: careers@tcs.com

Director

19/11/2025



APPS

Date: 27 April 2022

Internship Offer Letter

Dear Sazid,

We are pleased to extend an offer to join Kylo Apps as a **React JS Developer Intern**.

- Please refer to Annexure 1 for the compensation and benefits details
- Please refer to Annexure 2 for documentation to be submitted at the time of joining
- Please refer to Annexure 3 for declaration

The date of joining shall be on 27 April 2022.

You are required to indicate acceptance of this offer in Annexure 3 along with declaration latest by **25 April 2022**.

You may get in touch with us over email or phone, if you need any clarification or help.

We look forward to having you work with us!

Yours faithfully,

Kylo Apps

HR Associate

Prachi Saini

+919555767080

Website:- www.kyloapps.com

Email :- hr@kyloapps.com

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

ANNEXURE 1

Salary & Expectations

- You would be eligible for a stipend of INR 11,000 (+ INR 2000 based on your performance)
- No other compensation/reimbursement will be provided by the company for any other services.
- You are liable to work with the company for at least 2 months (extendable on mutual agreement) before leaving the company.
- In case you wish to leave the organisation, you need to serve a notice period of 15 days.
- On completion of your internship period of 2 months, you will be eligible for a Full time role at the organisation (performance based).
- You are under a Non Disclosure Agreement and shall not share any company information or code that is owned by the company.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

ANNEXURE 2

Required Documentation:

- One copy of recent passport size photograph
- Aadhaar/ PAN card/Govt ID copy
- Signed soft copy of the offer letter



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

ANNEXURE 3

Declaration:

- a) I hereby represent and warrant that as of my effective start date of employment with Kylo Apps, I will have terminated my employment with any current/previous employer and any other employment or contractor relationships .
- b) I hereby confirm that I am physically, mentally and medically fit to perform the job.
- c) I comply with the company's policies and violation of any terms will lead to legal action against me.
- d) I shall join on

Signature:

Name:

Place:

Date:


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Date: 31st March 2022

Strictly Private & Confidential

To: Mr. Saurabh Goswami

1313, Nai Sarak, Vaidwara, Maliwara, Roshanpura, Chandn, 3rd Floor, Delhi

Mobile No : +917217703345
E-mail Id : saurabhgoswami504@gmail.com

With reference to your application and the subsequent interview with us, we are pleased to confirm our offer of employment to you for the position of a **Customer Service Trainee** based at **Faridabad, Lindstrom Services India Private Limited**

You shall join the services of the company on or before **12th April 2022**

Your permanent base location may be stationed outside of the current location of initial placement based on business requirement. Your acceptance on below offer states your mutual agreement to this arrangement.

The following is your remuneration package:

Salary - Your annual CTC pre-tax salary will be Rs.4,25,004(Four Lakh Twenty Five Thousand and Four Rupees only) paid in 12 monthly instalments. This CTC salary may consist of different salary components typical in India (Statutory benefits). The breakdown of the gross salary will be done based on your proposal.

- **Performance Incentive/Bonus**- As per the company policy which is over and above of salary.
- **Other Benefits** – You are entitled for a Bike/Car Mileage for official travel purpose only. You are also entitled to cell phone expenses (as per the company policy).
- **Annual Leave** You are entitled to paid leave of Eighteen days (18) working days for each completed year of service.
- **Holidays**: Public holidays under India Labour Law will be observed.

You are subject to a probationary period of six (6) months, during which either party may terminate the employment by giving a seven days' notice. Upon completion of the probation, a three-month written notice is required by either party for terminating the employment.

Rishi



Director

CIN No. U93000DL2007FTC166121
Lindstrom Services India Pvt. Ltd.

Regd. Office : A2/78, Saldarjung Enclave, New Delhi 110 029

Mumbai Office : A-323, TTC Industrial Area, MIDC, Mahape, Navi Mumbai - 400 710

Ph. : (+91) 22 62773800

Dronacharya Group of Institutions

It is my pleasure to have you employed with Lindstrom and we look forward to working with you.
If you have any questions in the meantime, please feel free to contact us.

Yours sincerely,
For Lindstrom Services Pvt. Ltd.

Ruchira Singh
HR Manager-North and West India



Date: 31st March 2022

(Signature)

I,, confirm acceptance of the position with the above terms and conditions and shall report to duty on or before.....

Date: _____

(Signature)





Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Salary Structure		
Components	Payable Per Month	Payable Per Annum
Basic	16710	200520
HRA	8355	100260
LTA	1393	16716
Other allowance	6954	83448
Gross	33412	400944
El'er PF	2005	24060
Other Benefits	2005	24060
CTC	35417	425004
Deduction		
El'ee PF	2005	24060
LWF	25	300
Total Deduction	2030	24360
Net	31382	376584
<i>This salary is exclusive of Income Tax deductions</i>		

Rubi



[Signature]
 Director
 Orancharve Group of Institutions
 22, KP-111, Greater Noida-201306



Suraj Singh Yesterday
to me, Kanika, Rohit ✓



Dear Nisha,

We are very pleased to inform you that we have shortlisted you for the position of Consultant (L1) in our organisation: PeoplePulse. Therefore, we are informing you about our intention to hire you for this position under the following terms:

1. Terms of employment: Full-time job of Consultant (L1)
2. Compensation: Annual fixed CTC of 2.04 LPA
3. Start date: No later than Monday-April 4th, 2022
4. Probation period: There is a probation period of 3 months. On successful completion of the probation period, we will confirm your employment.
5. Notice Period: In case you wish to resign, you need to serve a notice period of 30 days before leaving.
6. Binding effect: This letter of intent was drafted solely for the purpose of creating a legally binding employment contract in the future.

Detailed offer cum appointment letter will be shared on the date of joining.

Kindly share your acceptance to confirm your joining on Monday 4th April 2022.

Looking forward to having you onboard:)


Director
Dronacharya Group of Institutions
27, KP-III, Sector Noida-201306

| **Suraj Singh**

◀ Back

Wipro off... <wipro+email+3rahd-b44f5eb82...>

To vikrant.13549@gnindia.dronacharya.info

Wipro Offer Letter

31/3/2022 09:40

Show images

External images have been blocked to protect you against potential spam

March 31, 2022

Dear **Vikrant Singh**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop.**

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

19:36

40%



email.ionos.com/appsui

25



IONOS

VS

Back

Wipro off... <wipro+email+3rahd-b44f5eb82...
To vikrant.13549@gnindia.dronacharya.info

Wipro Offer Letter

31/3/2022 09:40

Show images

External images have been blocked
to protect you against potential
spam

March 31, 2022

Dear **Vikrant Singh**,

Congratulations! We are pleased to offer you the
position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your
offer letter at the earliest using a **desktop/laptop**.

**Note : You will not be able to save offer
letter copy if you open the below link
through a Mobile Phone.**

We request you to accept the iCIMS Offer Letter within
15 days from the receipt of the offer Letter, failing
which we will be forced to infer that you are no longer
interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the

Director



Date: 4th December 2021

Dear Gaurav Pandey,

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 Lakhs** per annum (Three Lakhs Fifty thousand rupees per annum). 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 **5 December 2021**.

Failure of confirmation of acceptance of this offer on your part by **5 December 2021**, will automatically lead to offer cancellation.

Wishing you all the best.

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR


Director
Dronacharya Group of Institutions
27, Park Road, Noida-201305

A Cloud Computing Solution Company

A- 17, Sector- 63, Noida- 201307

+91 (120) 414-7360

registered cloud partner



Cloud Analogy

Compose

Inbox 1,655

Starred

Snoozed

Sent

Drafts 52

More

Labels

Offer IDEMIA_Neha_Associate Product Development Engineer. Inbox



PARMAR Ajab <Ajab.PARMAR@idemia.com>

to neha.13433@gnindia.dronacharya.info, nia

Dear Neha,

Congratulations from IDEMIA!

We are pleased to inform you that your profile has been selected for **Associate Product Development Engineer (Trainee)** role & provide you **18K** as stipend amount per month.

We trust that your knowledge and skills will be among our most valuable assets.

Role – Associate Product Development Engineer (Trainee).

Stipend – 18K Per Month.

DOJ – 27th December 21.

Office Address – IDEMIA, Sec. 73, Noida.

Thank You,

Ajab Parmar

Director

Dronacharya Group of Institutions
27, 10th Fl. Sec-73, Noida-201305



JOSH
TECHNOLOGY
GROUP

Private & Confidential

Ref : Internship + Full Time Employment Offer Letter

Dated : 9th September, 2021

Dear Shivanshu Singh,

With reference to our discussions we had with you, we are pleased to offer you the position of **Intern + Software Quality Analyst** with JTG E-Business Software Private Limited. Once you've successfully completed your internship, your internship will turn into full time employment. This offer letter is valid for both internship & full time employment.

You are entitled to a stipend of **INR 15,000** per month during the internship period, and an annual compensation and benefits package (CTC) of **INR 5,00,000** post **successful completion of internship**. The details of the package are provided in Annexure A.

If you do not join JTG E-Business Software Pvt Ltd post successful completion of your internship, or leave before 6 Months after starting your full time employment, you will be entitled to pay an amount of INR 1,00,000 to JTG E-Business Software Pvt Ltd. The details of the same have been mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules & regulations in vogue and those may be amended from time to time.

At the time of joining please, submit the following documents:

1. Photocopy of your certifications and mark sheets in support of your educational qualifications (10th Onwards).
2. Two-Passport Size Color Photographs.
3. Identity Proof (Pan Card / Passport / Aadhar Card / Voter I-Card)

Joining Details:

1. Internship Joining Date: 13th September, 2021
2. Internship Duration: 9 months
3. Leaves Allotted: 15
4. Tentative Full Time Joining Date: 13th June, 2022

We look forward to your joining. Please contact us at sonam.monga@ioshstechnologygroup.com for any information you may need.

Yours sincerely,

JTG E-BUSINESS SOFTWARE PVT. LTD
Sonam Monga
Sonam Monga Authorised Signatory
Manager-Human Resources
JTG E-Business Software Pvt Ltd

Sonam Monga
Director
Offer letter for Shivanshu Singh of Institutions

ANNEXURE A

SALARY STRUCTURE	
NAME	Shivanshu Singh
Annual Gross Salary	INR 4,00,000
Performance Bonus*	INR 30,000
Joining Bonus**	INR 40,000
Second Year Bonus***	INR 30,000
Annual CTC	INR 5,00,000

* **Performance Bonus:** The Performance Bonus will be paid in the first appraisal cycle after completion of 1 year of employment with JTG E-Business Software Private Limited, and the amount will vary depending on the performance ratings (50%-Exceeds, 50%-Outstanding).

** **Joining Bonus:** This bonus is only applicable for students who successfully complete their 6 months internship with us. It will be credited with your first salary when you begin your full time employment. This bonus will have to be returned if you leave the company before completion of 1 year from your full time joining.

*** **Second Year Bonus:** This bonus will be paid to you after completion of 1 year of your full time employment provided your performance is Meets/Exceeds/Outstanding. This bonus will have to be returned if you leave the company before completion of the second complete year from your full time joining.

Bond: INR 1,00,000: It is applicable for students who pursue internship with JTG E-Business Software Pvt Ltd & have a job offer but do not wish to join us or leave before 6 months after starting their full time employment. The bond condition is also applicable in case he/she doesn't complete the entire internship duration and choose to leave in between. A signed cheque of INR 1,00,000 in the name of JTG E-Business Software Pvt Ltd has to be deposited as a security. This shall be returned to you post completion of 6 months of employment.

Medical Insurance / Accidental Policy will be offered in addition to your annual CTC, as per the details of the policy furnished at the time of floating it. You will be eligible for medical insurance from the first day of your full-time employment.

Provident Fund will be part of your CTC as per the prevalent government norms.

Gratuity: This will be in addition to the above mentioned package. The same will be paid as per the prevalent government norms.

IMPORTANT: -

1. Your compensation details and salary structure are strictly confidential. Any discussion on such confidential issues with other employees is a violation of the organizational values.
2. All Reimbursements are subject to actual expenditure and submission of bills for the same. Claiming of any reimbursements on forged/manipulated bills will be treated as a serious offence.

Offer letter for Shivanshu Singh
Director

Dronacharya Group of Institutions

27, 17th Floor, Sector 14, Gurgaon, Haryana

ANNEXURE B

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with JTG E-Business Software Private Limited (hereafter referred to as the "Company"), and those may be amended from time to time.

Statement of facts:

1. The Company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form for employment. At the time of employment or during employment, if the Company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.

Duties:

1. During working hours, you shall use your best energies and abilities to serve the Company faithfully. You shall comply with the rules, regulations, and procedures as notified by the Company, in letter and spirit.
2. During working hours, you shall entirely devote your time, attention, and abilities to the business of the Company.
3. You shall not, without the Company's prior written consent, be in any way directly or indirectly engaged or concerned with any other business or employment during or outside your hours of work in the Company. You shall however, undertake honorary work of social or charitable nature, literary, artistic, or scientific character only with the express written permission from the competent authority.
4. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company. Also, you shall not divulge any confidential information of or violate any agreement with your prior employers or their clients.

Place of work:

1. You will be employed at the Company's office in Gurgaon. You might also be required to be at the Company's Customer Location. The Company also reserves the right to transfer you on a temporary or permanent basis to any other location within the Company when necessary.

Offer letter for *Shivanshu Singh*

Director

Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

2. Company espouses the flexi-time culture and you can, with the prior express permission of the Reporting Manager or the competent authority, flex your working hours, provided you are able to meet the project deliverables / commitments.
3. Company observes 3 National Holidays – Republic Day, Independence Day & Gandhi Jayanthi every year. The festival holidays may vary every year and the list will be made available at the start of the year.

Conduct:

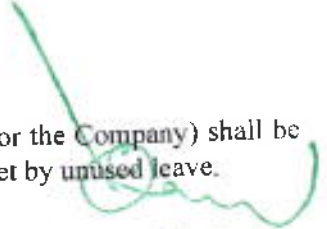
1. You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
2. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality:

1. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the Company and Company's Customers. This information includes and is not limited to trade secrets, technical processes, finances, dealings with information relating to suppliers, employees, agents, distributors, and customers.
2. You shall not, during your employment and thereafter, directly, or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
3. You shall not take copies of confidential documents or information for your own purposes, and documents, records, and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
4. You shall not during your employment and at all times thereafter do or say anything that may injure, or directly or indirectly damage the business of the Company.
5. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to.
6. You shall sign the Proprietary Rights and Non-Disclosure Agreement at the time of joining the Company.

Separation from the Company:

1. Termination of employment by either party (Employee or the Company) shall be 2 months' notice in writing. Such notice may not be offset by unused leave.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

2. If your actions at any time constitute a serious breach of the Company's standards of behaviour, Company may end this contract and terminate your employment immediately.
3. In the event of separation from the Company, you shall not work directly or indirectly with any of the Company's Customers without the written consent of the Company for a period of three years.
4. You shall not compete in any way directly or indirectly with the Company or Company's Customer for a period of three years post separation.
5. In the event of separation from the Company, you shall maintain utmost confidentiality of all the information related to the Company & Company's Customers, including that of the products developed or being developed by the Company.
6. During your probation period of 3 months, the termination of employment by the company would be 15 days and by the Employee would be of 1 month in writing. Such notice may not be offset by unused leaves.

Yours sincerely,

JTG E-BUSINESS SOFTWARE PVT. LTD

Sonam Monga
Sonam Monga Authorised Signatory
Manager-Human Resources
JTG E-Business Software Pvt Ltd

DECLARATION

I, Shivanshu Singh agree with all the above terms and conditions of internship + full time employment with **JTG E-Business Software Private Limited**. I shall commence my internship with effect from 13.07.2021.

Signature:

Shivanshu Singh

Date:

10 Sep 2021

Offer letter for Shivanshu Singh

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

TPO

From: Shivanshu Singh <shivanshusingh156@gmail.com>
Sent: Friday, November 12, 2021 11:02 AM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Signature requested on "Internship Offer Letter - Shivanshu Singh"

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

From: Shivanshu Singh <shivanshusingh156@gmail.com>
Date: Thu, Nov 11, 2021 at 5:18 PM
Subject: Re: Signature requested on "Internship Offer Letter - Shivanshu Singh"
To: Tanvee Verma <tanvee@aidash.com>

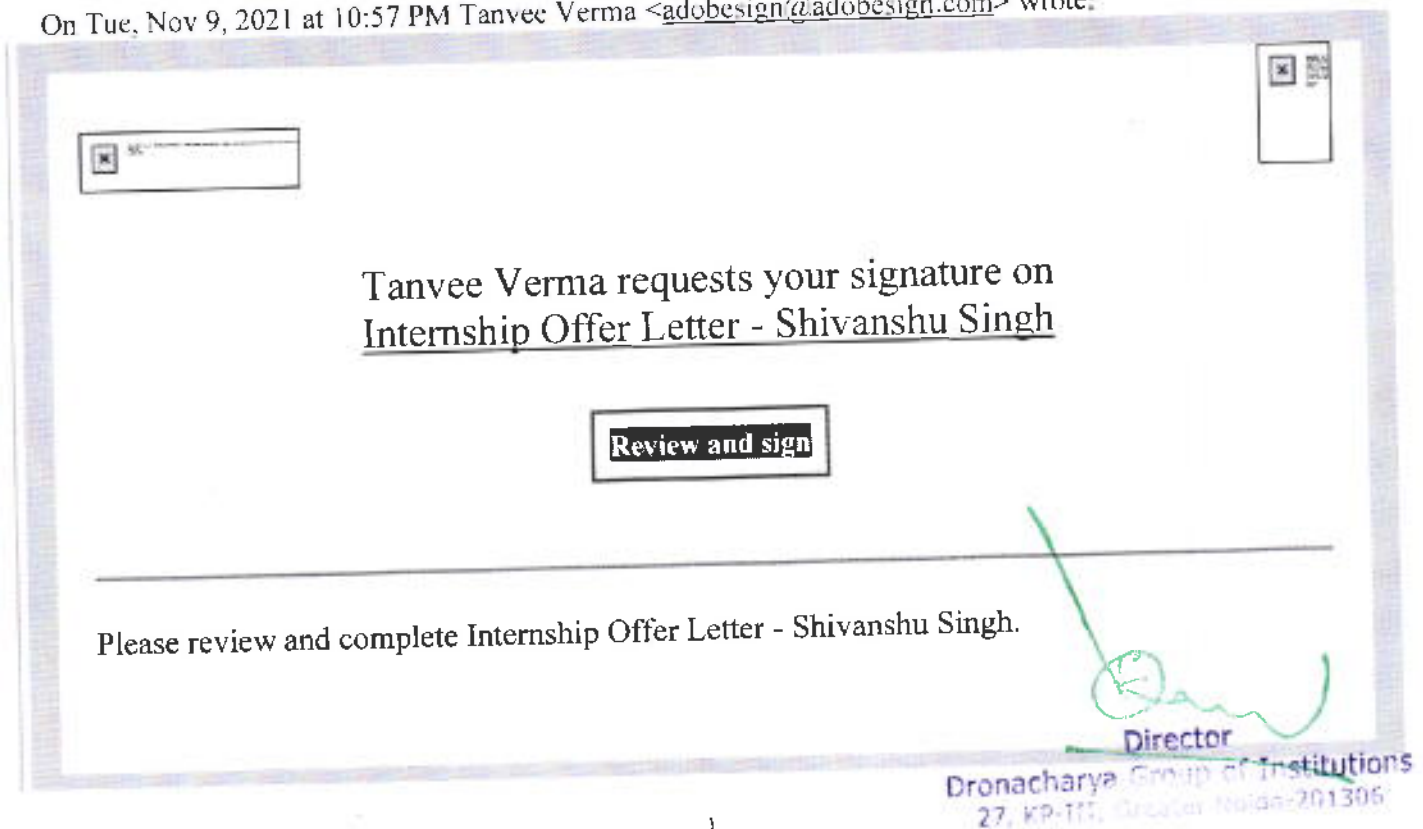
Respected Mam,

I appreciate the offer given to me, but as discussed with you currently I am focusing on the college and full time employment opportunity after internship. But the offer provided by the AiDash is only of internship. So after giving a long thought on this. I decided that i will not be able to join Aidash.

Thanks for providing the opportunity. Hope we can work together in the future after my college ends.

Thanks and Regards
Shivanshu Singh

On Tue, Nov 9, 2021 at 10:57 PM Tanvee Verma <adobesign@adobesign.com> wrote:



The screenshot shows an email window with a title bar. The main content area contains the following text:

Tanvee Verma requests your signature on
Internship Offer Letter - Shivanshu Singh

Below the text is a button labeled "Review and sign".

At the bottom of the email content, there is a line of text: "Please review and complete Internship Offer Letter - Shivanshu Singh." followed by a green handwritten signature and the word "Director".

At the bottom right of the screenshot, there is a footer for "Dronacharya Group of Institutions" with the address "27, KP-III, Greater Noida-201306".

TANVEE VERMA

tanvee@aidash.com

After you sign **Internship Offer Letter - Shivanshu Singh**, all parties will receive a final PDF copy by email.

Don't forward this email: If you don't want to sign, you can delegate to someone else.



By proceeding, you agree that this agreement may be signed using electronic or handwritten signatures.

To ensure that you continue receiving our emails, please add adobesign@adobesign.com to your address book or safe list.

[Terms of Use](#) | [Report Abuse](#)

© 2021 Adobe. All rights reserved.




Director
Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306

TPO

From: shivani dwivedi <shivanidwivedi19616@gmail.com>
Sent: Friday, December 2, 2022 10:12 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: NeoSOFT Technologies - Selection Confirmation | Trainee Software Engineer

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

From: Anushka Nair <anushka.nair@neosofttech.com>
Date: Tue, 8 Mar, 2022, 16:52
Subject: NeoSOFT Technologies - Selection Confirmation | Trainee Software Engineer
To:
Cc: Mahima neosoft <mahima.singh@neosofttech.com>

Dear Candidate,

On behalf of the NeoSOFT team, I would like to congratulate you on your selection as "*Trainee Software Engineer*" with us.

Please treat this email as a personal confirmation on your selection. You will receive the offer letter shortly along with your Date Of Joining.

Stay safe and keep learning :-)

A hearty Congratulations once again !!

In case of any concerns, feel free to connect with me on the below mentioned contact.

Best Regards,

Anushka Nair

Associate Specialist (Talent Acquisition)

+91 8097289205

anushka.nair@neosofttech.com

Anushka Nair

www.neosofttech.com




Director
Dronacharya Group of Institutions
27, 28-31, Sector Noida-201305



Offer: Computer Consultancy
Ref: TCSL/DT20218076858/Delhi
Date: 01/12/2021

Ms. Shivani Dwivedi
G-75,Alpha 2,
Alpha 2 Main Market,
Greater Noida-201308,
Uttar Pradesh,
Tel# 91-9415556538

Dear Shivani Dwivedi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218076858

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

Tel: 91 11 4680 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

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

TCS Careers Serviceline: 1800.209.3113 Email: careers@tcs.com


Director

Dronacharya Group of Institutions
27, Kirti Nagar, Greater Noida-201306



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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

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

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27, KP-III, Greater Noida-201306



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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Sector 14, Noida-201306



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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Dr. Anand K. Chavan
Director, Institute of Management Studies
University of Delhi, Delhi 110 007

Registration No. 201306



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

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

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Shivani Dwivedi
Designation	Assistant System Engineer-Tralnee
Institute Name	Dronacharya Group Of Institutions, Greater Noida

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganailur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

Director

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida - 201308

TCS Confidential
TCSL/DT20218076858

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi-110001, India
Dronacharya Group of Institutions
27, Kirti Nagar, Greater Noida-201306

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

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


Director



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

Director 18

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

Director

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Dronacharya Group of Institutions
Block-III, Greater Noida-201306



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Dronacharya Group of Institutions
K-11, Sector-10, Gurgaon, Haryana-122002

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Hi Shyam,

Greetings of the day!!!

We would like to inform you that your profile has been selected for the position of Java Developer with Gauge Data & would be 4.5 LPA. Also as per our telephonic conversation you will be relocating to Noida and your joining date would

This offer is valid till 01 feb 22.


Please send all your docs self attested.

Kindly acknowledge this email and confirm your joining date.

Best Regards

Deeksha Dewal

Reply Forward


Director
Dronacharya Group of Institutions
27, KP-01, Greater Noida-201306

TPO

From: rahul.gaur@aon.com
Sent: Thursday, April 7, 2022 7:42 PM
To: Ms. Richa Jaiswal
Subject: Congratulations || BNP Paribas, Mumbai || 2022 Batch || Offered Candidate

Categories: Red Category, Green Category



Dear Ms. Richa Jaiswal,

Greetings from Aon's Assessment Solutions.

Congratulations!! We are delighted to inform you that below candidate(s) have been offered for the **Associate** Designation in **BNP Paribas, Mumbai**.


Candidate Id	Name	Branch
3131948	<u>Shivani Dwivedi</u>	Computer Science Engineering


Salary: INR 600000 per annum

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.

Regards,

Team Aon's Assessment Solutions.

 support@cocubes.com

Stay Connected 

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Director
Dronacharya Group of Institutions
27, KP-101, Greater Kailash-201306



14th March 2022

Ms. Shiwani Dwivedi

Congratulations, you are being offered a full time role with Technology Team.

We are pleased to inform that you have been selected and shortlisted for the role of SAP ABAP at M8 Grade.

You will be based out of Gurgaon Location.

Your Cost to Company will be INR 6 Lakhs per annum.

Post your confirmation, completion and clearance of graduation and after due internal approvals on your candidature a definitive formal letter of employment with compensation break-up and date of joining will be issued which will be the final offer from the Company.

Should you have any queries please feel free to contact:

Kindly confirm your acceptance to enable us to consider your candidature.

Feel free to reach out to us for any additional information . We look forward to hearing back from you very soon!

Best Regards, (HR Team)

Corporate Office

Aakash Tower, 8, Pusa Road, New Delhi-110005

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Mr. Shivam Negi
Durgapur Kotdwara
Uttarakhand - 246149

Jan 17th, 2022

Dear Shivam:

With great pleasure, I would like to offer you appointment as **Software Intern** at our firm. This is an exciting opportunity in a fast paced, learning intensive environment. Key terms of this position are described below.

Roles, and Responsibilities

You will start as a Software Intern at our Indian subsidiary Radicle Software Private Limited. In this role, you will be responsible for assisting project teams under the direction of the assigned Software Consultants. Roles will vary from Quality Assurance to Development of specific modules to Support and Documentation. We expect that this will give you an opportunity to further refine existing skills, learn vital new skills and gain exposure to new technologies.

Your internship period will be six months in length. It will be deemed to have been completed successfully when you pass your college exams and have obtained positive reviews from your Radicle supervisors. However, this period can be extended based on the individual's performance and at the discretion of the management.

You will be confirmed as a Software Consultant at Radicle upon successful completion of your internship period and expected individual's performance during internship period. This is a key role in the growth of the firm. You will be responsible for, and involved in, execution of client projects and helping build our offshore entity. Major activities will include, but not be limited to:

- Execution of projects in roles ranging from Developer to Project Leader responsible for design, development and mentoring of other junior team members.
- Flexibility is a key requirement in small, growing organizations. We will, of course, provide the necessary backup and mentoring to ensure that you are successful in such tasks.

Compensation

During the internship period, you will be paid a stipend of ₹15,000 /month

Thereafter, your total compensation packet in the first year as a Software Consultant will be ₹4,00,000. This will consist of:

- Salary of ₹3,80,000 per annum, paid on a monthly basis. This includes house rent and other allowances. Individual breakup amounts including medical, etc. will be decided in consultation with you.

Director
Bramacharya Group of Institutions
27, KP-114, Greater Noida-201306

- A performance bonus target of ₹10,000 per annum payable on a quarterly basis.
- A retention bonus accrued for a total of ₹10,000 per annum. First payment of this bonus will occur six months after start of employment, with a payment for 3 months (i.e. ₹2,500). Thereafter, at your 9 month anniversary, you will receive payment for the next 3 months (i.e ₹2,500) and a payment for 6 months (₹5,000) at your one year anniversary. **Please note that this amount is guaranteed at 100% subject to your continued employment at Radicle.**

Please note that the amounts indicated above are CTC (cost to the company). This means that, should you choose to participate in the Radicle Provident Fund (EPF) scheme, both the employer and employee components will be deducted from this CTC. Of course, as you are aware, these are savings that are in your name and constitute your assets. Also, participation in the EPF is completely optional. You may choose not to participate in it, thereby not having any such deductions, if you prefer.

Bond Period

Radicle will invest significant resources in training you to be effective as a Software Consultant. Consequently, you will be required to sign a commitment to stay within Radicle for up to 2 years after completion of your probation. Should you choose to leave before this 2 year period, you will be required to pay Radicle a sum of ₹1,00,000 for the investment that was made in helping you acquire new skills.

Notice Period

Should you decide to terminate your employment with Radicle, we require that a 60 day notice period be provided.

Radicle will provide a 1-week notice period during the internship period and 2 month after you are confirmed as a Software Consultant.

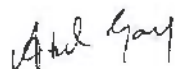
Holidays

The standard vacation and holiday schedule shall apply. Besides the usual national holidays, you will be entitled to 15 days' vacation and 5 days casual leave.

Please note that this offer is subject to a mutually agreed upon start date between Radicle and you.

Shivam, we are excited to have you on board and are confident that we will provide you with significant career enhancing challenges. Most importantly, we will make sure to have a lot of fun as we build a great organization together.

Regards



Atul Garg
Human Resource
Jan 17th 2022




Director
Dronacharya Group of Institutions
27, KP-III, Sector, Noida-201306

I accept the above offer with compensation and terms specified above, will be joining on or before 1st Feb 2022.

Shivam Negi

Date:



Director
Department of Information Systems
Government of India

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Wednesday, June 29, 2022 2:37 PM
To: TPO, Richa Jaiswal_Greater Noida
Cc: principal@ggnindia.dronacharya.info; 'Director Director'
Subject: Nifco India
Attachments: image003.png

Dear Ma'am,

As discussed, please share resignation mail of Anup Rathod and Aryan Pandey. Both of them have left the company without informing anyone. HR wants resignation mail from both of them.

Members Selected:-

Roll No.	Name of the candidate	Contact No	Email-ID
12324	Anup Rathod	9953246748	Anuprathod7815@gmail.com
13309	Aryan Pandey	7988154869	pandeyaryan825@gmail.com

Date Of Joining – 02nd March 2022 at 08:45 AM
Stipend/Apprenticeships- 15K

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Director
Dronacharya College of Engineering
37, Kirti Khand, Greater Noida-201316

TPO

From: Ambika Gupta <ambika.gupta@pasona.in>
Sent: Tuesday, March 22, 2022 4:03 PM
To: 'TPO'
Subject: RE: Candidate Neeraj Kumar Cleared Final Round 21st March, Shortlisted for Sales Executive- Nest Corner, Sector-86 Gurgaon.

Categories: Red Category, Green Category

Dear Richa,
Greetings from Pasona India Pvt Ltd!!

The below is well noted and acknowledged.

Thanks & Regards,

Ambika Gupta

Pasona India Pvt Ltd.

404 – 406, 4th floor, JMD Regent Square,

M.G. Road, Gurgaon, Haryana 122002— __ -Mobile: +91 9311442851

Email ID: ambika.gupta@pasona.in

<http://www.pasona.in>

From: TPO <tpo@gnindia.dronacharya.info>
Sent: Tuesday, March 22, 2022 3:16 PM
To: 'Ambika Gupta' <ambika.gupta@pasona.in>
Cc: richa.jaiswalgnindia.dronacharya@gmail.com
Subject: RE: Candidate Neeraj Kumar Cleared Final Round 21st March, Shortlisted for Sales Executive- Nest Corner, Sector-86 Gurgaon.

Dear Ambika,

Greetings!!


As discussed the candidate would be sending the documents by day end.

Regards
Richa Jaiswal

From: Ambika Gupta [<mailto:ambika.gupta@pasona.in>]
Sent: Tuesday, March 22, 2022 12:37 PM
To: 'TPO'
Subject: RE: Candidate Neeraj Kumar Cleared Final Round 21st March, Shortlisted for Sales Executive- Nest Corner, Sector-86 Gurgaon.

Dear Richa,
Greetings from Pasona India Pvt Ltd!!

I hope you are doing well.


Director
Dronacharya Group of Institutions
27, Sector-14, Gurgaon, Haryana-122002

With reference of the below email, kindly let me know when may I expect the below details from your side. Please as the company is asking for the same.'

Looking forward to hearing from you.

Thanks & Regards,

Ambika Gupta

Pasona India Pvt Ltd.

404 – 406, 4th floor, JMD Regent Square,

M.G. Road, Gurgaon, Haryana 122002--__-Mobile: +91 9311442851

Email ID: ambika.gupta@pasona.in

<http://www.pasona.in>

From: Ambika Gupta <ambika.gupta@pasona.in>
Sent: Monday, March 21, 2022 2:46 PM
To: 'TPO' <tpo@gnindia.dronacharya.info>
Cc: 'Neeraj Kumar' <k.neeraj2757@gmail.com>
Subject: Candidate Neeraj Kumar Cleared Final Round 21st March, Shortlisted for Sales Executive- Nest Corner, Sector-86 Gurgaon.

Dear Richa,
Greetings from Pasona India Pvt Ltd!!

It's always a pleasure speaking with you.

Further to our telephonic discussion today, I am once again glad to inform you that a well deserving candidate Mr. Neeraj Kumar, final year student of your esteem college has been selected for the position of Sales Executive with the company name Nest Corner, Sector-86 Gurgaon. (Final Round held and cleared today- 21st March 2022)

I would be requiring the below information from your side for the further pursuals with the company and other formalities at your end as well.

- 1) How soon could Neeraj join and start the endeavors ahead with the company?
- 2) The below mentioned documents are required and asked by the company for verification purpose and for issuing the OFFER LETTER as well for the earliest and convenient joining of the candidate.
 - Candidates (Neeraj Kumar's)- Aadhar Card
 - Candidates (Neeraj Kumar's)- Pan Card
 - Candidates (Neeraj Kumar's)- Education Qualification Certificates/Degree- 12th/Graduation (Degree) Master's (Provisional certificate is ok for now, the copy of degree can be submitted once given by the college.)

Looking forward for an early and favorable response from your end.
For any clarification please feel free to connect with me.

Thanks & Regards,

Ambika Gupta

Pasona India Pvt Ltd.

404 – 406, 4th floor, JMD Regent Square,

M.G. Road, Gurgaon, Haryana 122002--__-Mobile: +91 9311442851


Director
Dronacharya Group of Institutions
27, 37/1, Sector-14, Gurgaon, Haryana

Email ID: ambika.gupta@pasona.in

<http://www.pasona.in>



Director

Dronacharya Group of Institutions
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RE: Regarding Campus Placement Invitation || Batch 2022 || Dronacharya Grc



Mishra, Pooja (MSSL) <pooja.mishra@mssl.motherson.com>
to me

Dear Richa,

Thank you for arranging the interviews.

Arpit Ranjan & Sameer are selected, I am sending them salary offer today. They will also receive a call for scheduling of medical cl

Regards
Pooja

From: Mishra, Pooja (MSSL)
Sent: 19 January 2022 16:16
To: Richa Jaiswal <ncha.jaiswal@nindia.dronacharya@gmail.com>
Subject: RE: Regarding Campus Placement Invitation || Batch 2022 || Dronacharya Group of Institutions, Greater Noida

Hi Richa

Thank you for your mail

Please lineup Neha, Arpit & Sameer on Saturday, 22-Jan @ 11 AM and please confirm me tomorrow if they are coming. Manish is
Address: Motherson Sumi Systems Ltd., A-3 Sector 84 Noida (PDC Division)

Director
Dronacharya Group of Institutions
27, KI... Noida-201306

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More

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On Thu, 30 Jun 2022 at 10:13, Pooja Bhadauria (MCL-SSD/NO/HR) <pooja.bhadauria@mindacorporation.com> wrote:

Dear Ms. Richa,

Congratulations !!!

We are pleased to inform you that we have selected Mr. Nitish Jain who is B.Tech, Mecha him for the position of Graduate Engineer Trainee (For 1 Year) in our company .

His Date of Joining will be on 04 July 2022.

Stipend for above position is 15 K P.M. (Other facility-Canteen, Leaves-SL-15, CL-12 Year)



Pooja Bhadauria
Assistant Manager -Human Resource
Security Division
MINDA CORPORATION LIMITED
CIN:174899DL1985PLC020401


Director
Dronacharya Group of Institutions
27, K...

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1 of 5

Offer IDEMIA_Pranjal_Associate Product Development Engineer. inbox x



PARMAR Ajab <Ajab.PARMAR@idemia.com>

to pranjal.13316@gnindia.dronacharya.info, itre

Dear Pranjal,

Congratulations from IDEMIA!

We are pleased to inform you that your profile has been selected for **Associate Product Development Engineer (Trainee)** role if provide you **18K as stipend amount per month**.

We trust that your knowledge and skills will be among our most valuable assets.

Role – Associate Product Development Engineer (Trainee)

Stipend – 18K Per Month

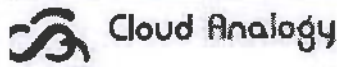
DOJ – 27th December 21

Office Address – IDEMIA, Sec. 73, Noida

Thank You,

Ajab Parmar


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Date: 4th December 2021

Dear Gaurav Pandey,

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 Lakhs per annum (Three Lakhs Fifty thousand rupees per annum). 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 5 December 2021.

Failure of confirmation of acceptance of this offer on your part by 5 December 2021, will automatically lead to offer cancellation.

Wishing you all the best!

For Cloud Analogy Softech Pvt Ltd,

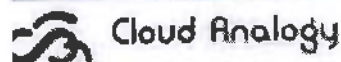
Divya Dang

Head HR

Cloud Computing Solution Company

A- 17, Sector- 63, Noida- 201307

+91 (120) 414-7300



Annexure 1

Compensation Break-down	
Name	Gaurav Pandey
Designation	Salesforce Developer

Director
 Group of Institutions
 27, Greater Noida-201305



DESMANIA
INNOVATION
LABS L.L.P.

APPOINTMENT LETTER

4th July 2022

Saurabh Goswami
Mobile: + 91 7217703345
Email: saurabhgoswami504@gmail.com

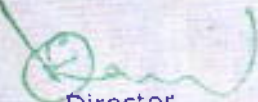
Dear Saurabh Goswami,

Welcome aboard Desmania!

With reference to your application and subsequent interview, we are pleased to offer you an appointment at Desmania Design Pvt. Ltd. as Jr. Innovation Engineer, Desmania Innovation Labs (DIL), at our office in IMT Manesar, on the following terms and conditions.

1. You will be designated as Jr. Innovation Engineer, Desmania Innovation Labs (DIL).
2. You will be paid a consolidated, annual CTC of Rs. 4,20,000 lpa (Four lac twenty thousand per annum). In first six months, you will be paid stipend of Rs. 18,000/-.
3. You will be on probation for six months. Post completion of six months, after review, based on your performance, your consolidated annual CTC of Rs. 4, 20,000 (Four lac twenty thousand) p.a. which includes fixed pay of 35,000 (Thirty-five thousand).
4. Tax shall be deducted at source, based on the savings plan that you submit at the beginning of the financial year (starting 1st April and ending 31st March) or at the time of your joining.
5. During your employment, you will be governed by the service rules and regulations of the company, in force, or as introduced or amended, from time to time.
6. You are required not to divulge, communicate, or pass on any information in any form related to any aspect of the company to anyone not employed by the company. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding other terms and conditions mentioned in the appointment letter.
7. You are required not to engage yourself in any other gainful or commercial employment, business, part-time or full-time, directly, or indirectly simultaneously as long as you are employed with Desmania Design Innovation Labs.
8. During the course of your employment in the company, if at any time, any new discovery or innovation of any kind is made out, whether directly attributed to your efforts or otherwise, the same discovery or innovation, as the case may be, shall be deemed to be the discovery or innovation of the company for its exclusive use and you shall have no right to use the same for your personal gain or benefit except with the prior written permission of the management. You shall also not get or try to get the said discovery or innovation(s) registered in your favor or obtain patent Trademark for any commercial purpose unless specifically permitted in writing by the Management.

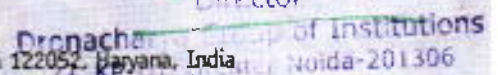
This is a system generated letter and hence does not require a signature


Director

Desmania Innovation Labs L.L.P.

Registered Office: Plot No.330, Sector 8, IMT Manesar, Gurugram 122052, Haryana, India

Tel : +91-124-2290301, 4011542, 4011642, desmania@desmania.com


Dronacharya Group of Institutions
Noida-201306

Mr. Sudhir Kumar Chaurasiya

Date: Wednesday, June 15th, 2022

SUB: LETTER OF APPOINTMENT

Dear Sudhir,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of PULSUS family.

We are pleased to offer you a position as **"Program Coordinator (On Job Trainee)"** and work location will be at our SEZ Office. The regular fixed term employment will be issued to you at the time of joining. You will be required to join as on, **"June 15th, 2022"**.

We reviewed the industry competitiveness of compensation packages for such roles the relevant industry benchmarks and thus are pleased to offer a stipend of 15000/- INR per month.

Apart from above fixed component, you are eligible as per company incentive policy and fines applicable as per deduction policy. *You should work in PULSUS for a minimum period of Twelve Months.*

Kindly report to office at PULSUS HEALTHTECH LLP, 6th floor, Tower-b, Building No. 14, IT/ITES SEZ, DLF Cyber City Developers Ltd. Sector – 24 & 25A, DLF Phase-III, Gurgaon, Haryana – 122 002, INDIA.

We are welcoming you on-board for a successful career with PULSUS Family.
Please feel free to get in touch with us for any queries.

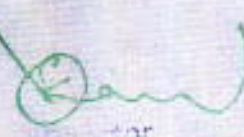
With Best Regards,
Niharika Srivastava
Human Resource
PULSUS HEALTHTECH LLP

"We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world premier organization. We assure you of our support for your professional development and growth".

Terms and Conditions

Confidentiality:

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.


Director
Bronach Institute of Institutions
27, KP-III, Greater Noida-201306



PS Bedi Group

D-14/1, Okhla Industrial Area, Phase - I, New Delhi-110020, India.

Tel: +91-11-46055200 Fax: +91-11-41552911

SOMIT KUMAR

A handwritten signature in green ink, appearing to read 'Somit Kumar', is written over a horizontal line.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Ref.: LOI211/PSB5PL/2022

17th October, 2022

Mr. Sumit Kumar Rai
K 403, Shiv Gali, Punjabi Bazar,
Kotla Mubarakpur, Lodhi Road,
New Delhi - 110003.

Dear Sumit,

With reference to the discussions and subsequent interview you had, we are pleased to inform you that you have been appointed in our organization with effect from 11th October 2022, on the following terms and conditions.

1. **Designation:** Sales & Application Engineer

2. **Remuneration:**

The salary package considered for you is Rs. 22000/- (Twenty Two Thousand Rupees Only) per month. No other amenities allowances etc. shall be permissible unless specified by written orders.

3. **Earned / Privilege Leave:**

- In respect of each year of employment, which shall mean the period of January to December, you will be entitled to take 12 days Earned / privilege leave (inclusive of Saturdays, Sundays and any other holidays which may occur during the period of leave) at times mutually convenient, and after prior application and approval by the company.
- Earned/ Privilege Leave shall not be divided into more than two periods and the shortest permissible leave will be 02 consecutive days.
- In respect of the first and last year of employment Earned / Privilege Leave will be granted on a proportionate basis.
- Without prejudice to the Company's right to consider and determine applications for leave having regards to the exigencies of services, the onus is on you to apply for Earn /Privilege Leave in respect of each year.
- You will not be entitled to accumulate earned / privilege leave which if not availed of, shall be deemed, to lapse and you not be entitled to any payment in respect of any unavailed Earned / Privilege Leave. However, the company may, at its sole discretion, allow you in particular circumstances to accumulate your Earned / Privilege leave upto a maximum of 45 days or may pay you in lieu of Earned / Privilege Leave, but in that event such a concession shall be in writing by the directors.

4. **Casual leave:**

- In each year of employment, which shall mean the period January to December, you shall be entitled to 07 days of casual leave. Casual Leave cannot be accumulated, subject to the



Director

PSBedi SecureCom Pvt. Ltd.

Head Office : D-14/2 First Floor, Okhla Industrial Area, Phase-1, New Delhi-110020, INDIA; Tel.: +91 11 26055200

Branches : Hyderabad | Mumbai | Chennai | Ahmedabad

Email : surveying@psbedi.com, Website : www.psbedisecurecom.com

Surveying Instruments | Mobile Mapping Solution | Laser Scanners | Drones | GPR | DSMD

provision that in your first year of employment you shall be entitled to one day of casual leave for each completed period of two months' services.

- (b) Casual leave should normally be applied in advance unless circumstances render it impossible to do so and should not normally exceed two days at a time, nor should it immediately precede or follow Sick Leave, Earned / Privilege Leave.
- (c) Sanction of casual leave is at discretion of management. Your right to avail casual leave shall without prejudice be determined on your application for casual leave.

5. Sick Leave:

- (a) In respect of each year of employment, which shall mean the period of January to December you will be entitled to take 6 days Sick Leave (Inclusive of Saturday, Sunday and Other holiday), which may occur during the period of leave
- (b) You will be entitled to accumulate Sick Leave up to maximum 12 days beyond which the leave lapses.
- (c) At no point in time can Sick Leave be en cashed.
- (d) It will be mandatory to have Doctors Certificate for any Sick Leave.

6. Provident Fund/ ESI/ Retirals etc.

In general matters, including those not specifically covered by this letter such as Provident Fund, Retirement, ESI, Medical, Group Insurance etc., you will be governed by such statutory rules as may be applicable to employees of your category in the Company from time to time.

7. Placement:

You will be liable to be transferred to any existing or future Department, Office or Establishment forming part of the Company or to any of its associates in India or abroad without adversely effecting remuneration and such posting will be governed by the rules as related to such appointments. You will be required to reside at the place where you are placed and to make your own arrangements for your residence etc. at that place.

Within any city where you are posted, you may be liable to be placed for duties in rotation at various offices of the company. Further, your duties and timing of work may vary depending upon the shift allotted to you.

That in case you have got any reservation to obey any order or instruction, it will be obligatory for you to first obey the order and then represent your grievances to the management. No representation will be entertained unless you have complied with the orders given to you.

8. Secrecy:

You will not give out to any unauthorized person by word of mouth or otherwise, particulars or details of our business, technical know-how, administration and organizational matters, operations, plans etc. concerning the Company or its associates, or its agents/dealers/customers, that you may have come to know by virtue of being in the employment of the company and you shall, both during and after your employment, take all reasonable precautions to keep such information secret.

9. Place of Work and Working Hours:

Gurjean

[Signature]

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Your place of work will initially be Delhi. The company may, at its discretion for reasons of exigencies of business or otherwise, transfer you to or from any of the company's Department or Branches, or Associates Subsidiary Companies, in a similar or comparable capacity, within India or

Overseas, whether such Department, Branch, Associate or Subsidiary company is or not in existence at the time of commencement of this contract of Employment. In the event of such transfer, you will be required to conform to the working hours and working days that are operative at the place to which you are transferred.

Your normal working hours will be from 9:30AM to 6:00 PM from Monday to Saturday.

10. Retirements:

The age of Retirement is 58 years. On reaching the age of 58 years you shall ipso facto retire and cease to be employed and there shall be no obligation of the company to give you any notice of such retirement. You will not be entitled to any retirement benefits whatsoever other than gratuity as may be applicable.

11. Probation:

From the date of joining, you will be on probation for 3 months, which may be extended further at the discretion of the company. On successful completion of the aforesaid probationary period to our satisfaction, you will be considered for regular employment / confirmation. On completion of the initial probation period, till such time that you are intimated in writing regarding your confirmation or otherwise, you shall continue to be on probation. During this period, company can terminate your services with fifteen days or payment of basic salary in lieu thereof. Similarly fifteen days notice or forgoing of basic salary in lieu thereof is required from your side during probation.


After confirmation, your employment may be terminated giving one month notice or payment of one month's basic salary in lieu thereof. In the event you desire to leave the services of the company, you will be required to give the Company one month's notice or for one month basic salary in lieu thereof.

In case you decide to resign from the Company, you will be relieved either on the last day of your notice period or even earlier, at the discretion of the Company you will be paid up to the day of relieving .

12. Code of Conduct:

You should act strictly in accordance with Code of Conduct issued by the Company from time to time in the workplace as well as in your day to day public life. You shall also not act in any unsociable manner and adhere to the highest standards of ethics and moral values in and out of your workplace while in employment.

That you will maintain cordial atmosphere at all time in the establishment and will not be uncivil, create nuisances or rude to your superiors, colleagues and visitors / clients. The management expects that you will attend to the client with almost politeness.



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

13. General Provisions:

- (a) You will serve the company faithfully and diligently, and absorb and perform all lawful directions whether written or oral that may be given to you from time to time.
- (b) As an employee in the full time employment of the company you are required to devote your entire time, attention and effort to the furtherance of the business of the company and to continually develop your professional skills in the interest of the company and yourself. You shall not, during your employment with the Company directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company.
- (c) You shall not receive or accept from any person whether directly or indirectly, any profit or commission or any other gain out of or from any business activity or contract in relation to the company or its Subsidiary or Associate companies.
- (d) During your employment or after its termination you shall observe and maintain secrecy in respect of all transactions of the company its affairs, its business or its property or any information relating to any customers which may be acquired by you during or incidental to your employment with us.
- (e) You will keep us informed of any change to your residential address, your family status or any other personal particulars relevant to you employment.
- (f) You will be subject to the company's Rules and regulations for the time being in force and as varied from time to time.
- (g) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all-applicable tax laws and regulations.
- (h) The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the company. You are expected to maintain such information appropriately.
- (i) If any letter of authority or power of attorney is issued to you by virtue of your employment with us you will return it on demand or automatically on termination of your service.
- (j) You will not enter into any commitments or dealings on behalf of the management for which you have no express authority nor alter or be a party to any alternation of any principle or policy of the Management or exceed authority or discretion vested in you without the previous sanction of the Management.
- (k) If at any time in Company's opinion, which will be final in this matter, you are insolvent, found guilty of dishonesty, disobedience, insubordination, disorderly behavior, negligence or indiscipline or of any other conduct considered by us detrimental to our interests or of violation of one or more terms of this letter, your services are liable to be terminated without notice.
- (l) You shall at all times will and truly account for and shall when so required, make over to responsible authority all moneys, properties and things belonging to the company which may have been placed in your custody under your superintendence or may otherwise have come into your possession or under your control.

Gangai

[Signature]
Director

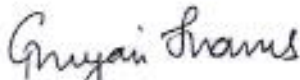
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

- (m) You are requested to please signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter and standard terms of Business & Employment pertaining to Information & Company Confidentiality and Intellectual Property Rights.
- (n) Tax liabilities will be borne by you. Income Tax will be deducted from your salary as per Income Tax Rules.
- (o) If you will be absent for more than three days without any sanction of leave it shall be considered as voluntary resignation.
- (p) While in services of the management, you shall also be governed by service conditions, laid down by the management from time to time.
- (q) All annual benefits will be given only after the completion of one year of physical service.

We look forward to your happy working with us. We are certain that you will find challenge, satisfaction and opportunity in your association with the company.

Yours faithfully,

For PS Bedi Securecom Pvt Ltd


Gunjan Jhamb
(Manager - HR)

Acceptance:

I have read and understood the various terms and conditions mentioned in this letter. I accept the offer and the terms and conditions and undertake to abide by them.

Name-----

Signature-----


Director
Dronacharya Group of Institutions
27, 11/11/2024



Date: 12 Feb 2022

Dear Shweta,

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 Lakhs per annum** (Three Lakh Fifty Thousand 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 **13th Feb 2022**


Failure of confirmation of acceptance of this offer on your part by **13th Feb 2022**, will automatically lead to offer cancellation.

Wishing you all the best,

For **Cloud Analogy Softech Pvt Ltd,**

Divya Dang

Head HR


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

A Cloud Computing Solution Company



Annexure 1

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

[Signature]
Director

A Cloud Computing Solution Company

Dronacharya Group of Institutions
Noida-201306


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


- 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.


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

A Cloud Computing Solution Company

- 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.

This is a digitally produced letter no physical signature is needed.



Director
Dronacharya Group of Institutions
22, Noida, Greater Noida 201306

A Cloud Computing Solution Company



Mr. Shyam Sundar

May 6th, 2022

Subject: Offer of Employment

Dear Shyam,

1. We are delighted to offer you position of **Intern-Java Developer, Band O** with TechTree IT Systems (P) Ltd. with effect from **9th August 2022**. You will be signing an employment contract valid from 9th August 2022 to 9th February 2024 with TechTree IT.
2. Your start date with TechTree IT Systems (P) Ltd. is on **9th May, 2022**.
3. From 9th May 2022 to 9th August 2022 you will work as an intern and a stipend of Rs. 12,000/- will be paid for the said duration.
4. Your Commencing Reference Salary is **Rs. 400,000/-** w.e.f. 9th August 2022 and the details of the salary break-up is attached in Annexure-A.
5. In any circumstance if you are unable to pass out your B.Tech Programme or doesn't perform satisfactory during our internship programme, this offer will stand cancel.
6. We wish you a very interesting and challenging tenure with TechTree IT Systems (P) Ltd.

Yours Sincerely,

Lt. Col. Sanjay Ahuja
Director
TechTree IT Systems (P) Ltd.

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi- 110070

Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146618 | Website: www.techtreeit.com | Email id: contact@techtreeit.com

Director

Dronacharya Group of Institutions
21, Lt. Col. Sanjay Ahuja

Annexure – A

Associate Name	Mr. Shyam		
Associate No.	Assigned on joining		
HEADS OF SALARY	AMOUNT (With Effect From: 9 th August 2022)		Frequency of Payment
	MONTHLY	ANNUAL	
Basic Salary	15,100	18,1200	Monthly
HRA	7,550	90,600	Monthly
Conveyance	1600	19,200	Monthly
Medical	1,250	15,000	Monthly
Special Allowance	5,144	61,732	Monthly
EPF Employer's Contri.	1,963	23,556	Monthly
Gratuity		8,712	Annual
TOTAL - CTC	32,607	400,000	
Medical Insurance	Medical Insurance coverage for self and family for Rs. 2,00,000		
Accident Insurance	Accident coverage for self for Rs.10,00,000		

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi- 110070

Head Off: D-45, Sector 6, Noida, Uttar Pradesh ~ 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146618 | Website: www.techtreeit.com | Email id: contact@techtreeit.com


 Director

Dronacharya Group of Institutions

27, Vasant Kunj, New Delhi- 110070



Annexure – B

You are required to submit the following documents within a week of your joining.

Education (All photocopies should be clear)	
Graduates/ Post Graduate	Photocopy of Degree Certificates (Both Sides)
	Photocopy of all years marks cards
School	10th & 12th std certificate
Identity Verification (All photocopies should be clear) (Any of these)	Current Passport
	Election ID Card
	Driving License
	PAN Card
	Passbook
	10th Marks card will be accepted with photograph
Employment (All photocopies should be clear) (Any of these)	Photocopy of Relieving letter
	Photocopy of Experience letter
	Salary slips (for 3 months minimum)
	F&F Paper
	Resignation acceptance letter signed and reflecting associate number
6 Passport size coloured photographs.	
You are required to report at under mentioned address on your day of joining.	
Contact Person	Ms. Swati /Ms. Anjali
Address	TechTree IT Systems (P) Ltd., D-45, Sector-6, Noida-201301
Reporting Time	9:30 AM

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi- 110070

Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146618 | Website: www.techtreeit.com | Email id: contact@techtreeit.com

Director
Dronacharya Group of Institutions
22, KP-111, Sector 6, Noida-201301

2nd December 2021
Ms. Vainisha jain
East Delhi, 110092
India

Dear Vainisha jain

We are pleased to inform you that your application for an Internship program has been accepted.

Your internship with **Hashedin Technologies Private Limited** ("Company") will be located in Bengaluru. The Internship program is for a duration of **Six Months** beginning **31st January 2022** to **1st July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **1st July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Total Cost to Company	₹ 810000
Joining Bonus (One Time Payment)	₹ 75000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date

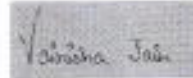

Director
Draracharya Group of Institutions
27, KP-III, Greater Noida-201306

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **Hashedin Technologies Private Limited** subject to the following:


- The Agreement shall be valid from **31st January 2022 to 1st July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted



Candidate Name Vainisha Jain

Date: 07/12/2021


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201396

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **31st January 2022** ("Effective Date") is by and between:

Hashedin Technologies Private Limited having its registered office at Bengaluru (referred to as "Company") **Vainisha jain**, residing at **East Delhi** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for an Internship Program with the Company (referred to as "Internship"). The Company has accepted the application of the Recipient for Internship at the Company's premises from **31st January 2022 to 1st July 2022**.
2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.
3. In consideration of the Recipient's participation in the Internship, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Internship, including any travel to or return from the Internship at the Company's premises.
4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.
5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.
6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:
 - I. Recipient shall not disclose the Confidential Information to anyone.
 - II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
 - III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.
7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be limited to

Dronacharya Group of Institutions
27, KP-III, Greater Kalyan, 501306

be exclusive remedies for such breach or threatened breach by Recipient but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.


9. Waivers and Amendments

- (i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.
- (ii) No amendment or waiver shall be valid unless in writing and signed by both parties.

10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

Hashedin Technologies Private Limited	Vainisha jain Date: Place: East Delhi
--	---


Director
Dronacharya Group of Institutions
27, HSR Layout, Bengaluru- 560102
contact@hashedin.com

From: Vainisha Jain vainishajain99@gmail.com
Subject: Re: Capgemini congratulates you on your selection and presents you our Letter Of Intent
Date: 2 December 2022 at 8:40 PM
To: Tpo@gnindia.dronacharya.info

On Fri, 14 Jan, 2022, 2:28 pm Capgemini via Superset, <notifications@email.institutecni.com> wrote:



Most Ethical
Company - Eight
times in a row



We're highly-rated
on Glassdoor



Capgemini Research
Institute ranked #1



Our gender balance
initiatives



Our global client
stories

Dear Vainisha Jain,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jan 14, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Director

Group of Institutions
27, Mohan Road, Sector-29, Gurgaon, Haryana

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fisherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

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Director
Bengaluru School of Institutions
22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36

From: Vainisha Jain vainishajain99@gmail.com
Subject: Re: TCS Offer Letter
Date: 2 December 2022 at 8:41 PM
To: Tpo@gnindia.dronacharya.info

On Mon, 29 Nov, 2021, 1:08 am , <recruitment.entrylevel@tcs.com> wrote:

Dear **Vainisha Jain**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.


We will be in touch with you to keep you abreast of the latest happenings at TCS.
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / hp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



**NETWORK
INTELLIGENCE**
Global cybersecurity provider

10th March 2022

OFFER LETTER

Dear Tushar Jaiswal,

On behalf of Network Intelligence Pvt. Ltd., we are pleased to offer you the position of "Cybersecurity Analyst" in the Assessment Team, based at Noida. We extend this offer and the opportunity it represents with great confidence in your abilities. We are excited about your joining with us starting on 14th March 2022. Your roles and responsibilities are outlined in "Annexure - C".

While in the service of the company, you shall devote the whole of your time to the business of the company to the best of your ability and you shall not either directly or indirectly be connected with, concerned in, or employed in any other business whatsoever. Six days working if required as per client contract.

Your Annual Gross Compensation salary will be subject to statutory and other deductions as per company policies and practices. The details of your compensation break-up are provided in the attached "Annexure - A".

In addition, you will also be eligible to participate in a Variable Compensation Program. Payout of the variable incentive component will be based on your performance rating which is assessed after completion of each year of service at the Company. You will also be entitled to additional benefits as are generally accorded to the employees of Nil subject to Company policy. You will also be governed by any rules, regulations, policies and practices that may change from time to time. Your compensation details are confidential, and you may discuss it only with the HR Department or the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company. At the time of joining, it is mandatory for you to submit the documents mentioned as per "Annexure - B".

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer and mail the duplicate copy of the duly signed offer letter to us at the mentioned address within seven days of receipt of this letter, after which this offer shall lapse automatically.

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings which may include the use of an external agency to check your prior employment, education, and criminal records. These proceedings will not be conducted without your formal and written consent (an authorization form will be sent to your attention should it be required). If any of the statements you provided during the course of your interview, in the details of your resume, or any other documents you provided are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with the firm.

The terms and compensation data of this offer are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of your employment at a later stage.

The detailed break-up of the terms and conditions of your employment will be issued to you on your date of joining. We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For Network Intelligence Pvt. Ltd.

K. K. Mookhey
Founder & CEO

Director

www.niiconsulting.com

Network Intelligence India Pvt. Ltd.
204 Ecospace IT Park, Off Old Nagardas Road, Andheri (E), Mumbai 400069
T +91 22 49711576, +91 2226392628, +91 2226399353
GSTIN - 27AABCN8183F1ZE

Corporate ID No. U72900MH2001PTC132893 info@niiconsulting.com

Dronacharya Group of Institutions
23, Kirti, Greater Noida-201306



NETWORK INTELLIGENCE
Global cybersecurity provider

"Annexure - A"

Heads	Per month	Per Annum
Gross salary - (A)		
Basic	11350	136200
HRA	5675	68100
Conveyance	1600	19200
Medical Allowance	1250	15000
Leave Travel Allowance	2500	30000
Other Allowance	5999	71988
Total - (A)	28374	340488
Statutory Payments - (B)		
PF Contribution from NII to PF (Employer's contribution)	1800	21600
ESIC (Employer's contribution)	0	0
Gratuity (accrual only)		6548
Total - (B)		28148
Performance Bonus - (C)		
Total - (C)		28374
Other Benefits - (D)		
Medical Insurance		2000
Accident Insurance		1000
Total - (D)		3000
CTC (A) + (B) + (C) + (D)		400010

Notes:

- *Your compensation will be subject to any deduction including without limitation the usual deductions of applicable taxes and statutory deductions provided by applicable laws from time to time.
 - **Performance Bonus would be based on the company performance and on your performance and as per the grading given by your reporting manager.
 - ***You will be eligible for appraisal once in a year i.e., either in April or in October cycle.
 - ****Medical Insurance coverage of Rs.3 lakhs for self.
 - *****Gratuity is eligible only if the employee completes 5 years within the organization.
 - *****If you have completed 3 or more years in the Company, you will also be eligible for Employee Stock Options.
- Salary and performance appraisals will happen after you have completed 1 year of full-time employment at NII.

Sincerely,

For Network Intelligence Pvt. Ltd.

K. K. Mookhey
Founder & CEO

www.niconsulting.com

Network Intelligence India Pvt.Ltd.

204 Ecospace IT Park, Off Old Nagardas Road, Andheri (E), Mumbai 400059, India

T +91 22 49711576, +91 2226392628, +91 2226399353

GSTIN - 27AABCN6183F1ZE

Corporate ID No. U72900MH2001PTC132893 info@niconsulting.com

Director

Dasacharya Group of Institutions

21, KP-III, Greater Noida-201306



**NETWORK
INTELLIGENCE**
Global cybersecurity provider

Acceptance

I hereby accept the position and terms and conditions of employment offered. The following documents have been attached for your records or shall be provided to the company on _____ and I will join the company on _____.

"Annexure - B"

Documents required on joining.

1. Passport Copy 2. Copy of Educational Certificates. 3. PAN Card 4. Aadhar Card 5. Three color passport photographs. 6. Copy of salary slips of past 3 months. 7. Relieving letter from previous company

"Annexure - C"

Your main job responsibilities as "**Cybersecurity Analyst**" will be as below:

- Conduct vulnerability assessment and penetration testing for network, web applications, mobile applications and thick-client application
- Conduct configuration reviews for OS, DB, Firewall, Routers, Switches and other infrastructure components
- Conduct red-team assessments using social engineering, physical security compromise and other techniques
- Be well-versed with internal privilege escalation techniques
- Conduct source-code review using automated and manual approaches
- Prepare detailed reports as per NII format
- Ensure timely delivery of status updates and final reports to clients
- Handle client queries
- Keep oneself updated on the latest IT Security news, exploits, hacks
- Contribute technical content – chapter meetings, blogposts
- Conduct internal and external trainings on various topics related to security assessment

NOTE - "You shall be expected to carry out tasks, from time to time, commensurate with your skills and experience as directed by the management or their deputed executives."

Accepted

Date

www.niiconsulting.com

Network Intelligence India Pvt.Ltd.
204 Ecospace IT Park, Off Old Nagarvas Road, Andheri (E), Mumbai 400069, India
T +91 22 49711576, +91 2226392628, +91 2226399353
GSTIN - 27AABCN6183F1ZE

Corporate ID No. U72900MH2001PTC132893 info@niiconsulting.com

Director

Group of Institutions
Director, No. 20-201-306

TPO

From: SHREYA DAS <shreya.das@ucertify.com>
Sent: Thursday, January 13, 2022 3:21 PM
To: tpo@gnindia.dronacharya.info
Cc: himanshukarki07@gmail.com; shivam.21116@ggnindia.dronacharya.info
Subject: Re: Dronacharya Group of Institutions || uCertify || Batch-2022

Dear Team,

Greetings of the day!

Thank you very much for having invited us for a campus recruitment drive by the Dronacharya Group of Institutions. We appreciate the support and coordination from the placement team during the process and want to greet all the students with good luck for their upcoming days.

As per the result of the interview, conducted by uCertify, Himanshu Karki and Shivam Chhabra have been selected and they will be joining the team from 7th February 2022 as Inside Sales Executive Trainee, whereas Parichit Kukreti for Web Applications Developer is on hold as his interview process is on process.

Congratulations from uCertify on their selections.

Candidate Name	Contact Number	Candidate Official E-mail ID	College Name	Profile to be applied for:	Branch / Stream	Result
Himanshu Karki	9910630325	himanshukarki07@gmail.com	DGI	Inside Sales Executive (ALL Branch)	Computer Science & Engineering	Selected
Shivam Chhabra	8287753820	shivam.21116@ggnindia.dronacharya.info	DCE	Inside Sales Executive (ALL Branch)	Computer Science & Engineering	Selected
Parichit kukreti	9650960517	parichit.13073@gnindia.dronacharya.info	DGI	Web Applications Developer (CSE / CSIT/ IT)	Computer Science & Engineering	On-Process

Joining Date: 7th February 2022

Last Documentation Date: 27th January 2022



Sender notified by Mailtrack



On Fri, Dec 17, 2021 at 12:17 PM SHREYA DAS <shreya.das@ucertify.com> wrote:
Dear Team,

Greetings of the day!!

As per our requirement please see the job profiles available at uCertify.

Director

Dronacharya Group of Institutions
27, III-III, Sector Noida-201305

About uCertify:

Founded in 2004, uCertify is a US Based IT/Education Technology Company with offices in San Francisco, Allahabad, and Noida. uCertify is the leading provider of exam preparation solutions for certification exams from all major IT vendors such as Microsoft and Oracle. We partner with major publishers such as Pearson and McGraw-Hill. uCertify is very well known in the area of education technology. uCertify has won a record 32 CODiE awards in the last eight years including two coveted Best Education Solution Awards in 2015 and 2017.

Job Descriptions:

Subject Matter Expert:

Job brief

We are looking for Technical Writer & Item Writers to write well-crafted uCertify courses and test prep questions (items). You will join a team of talented writers and course designers who work collaboratively to produce courses and exam preparation solutions used by millions of students and teachers worldwide.

Responsibilities

Produce high-quality courses and test prep items.

Requirements:

- I. Strong working knowledge of one or more of the following areas:
 - A. Databases (Oracle, Mysql)
 - B. Networking (Cisco)
 - C. Artificial Intelligence & Machine Learning
 - D. Security (includes Hacking and Cybersecurity)
 - E. Operating Systems (Linux, Windows)
 - F. Cloud, Virtualization, and Infrastructure (AWS, Vmware, Azure)
 - G. Project/Business Management (ITIL, PMP, CBAP)
 - H. Productivity Tools (MS Office)
 - I. Creative Tools (Adobe)
- II. Ability to quickly grasp complex technical concepts and make them easily understandable in text and pictures.
- III. Excellent written skills and experience in technical writing of software documentation or test prep items.
- IV. Excellent attention to detail and eyes for details.
- V. University degrees in IT, Computer Science, or technical certifications are highly preferred.

Director

Dronacharya Group of Institutions
Eminent in the field of Education

Inside Sales Executive:

Job brief:

We are looking for talented and competitive Inside Sales Executives. The successful candidate will play a fundamental role in achieving our ambitious customer acquisition and revenue growth objectives. You must be comfortable in talking to our US, UK, and Australia-based customers who are mainly Instructors, Associations, or students. You should also be comfortable in working with educators, generating interest, qualifying prospects, and closing sales.

Note: This position does not require any fieldwork.

Scope for Inside Sales Executive:

Regardless of whether you are a recent university graduate or someone embarking upon a change of career as a salesperson, pretty much everyone starts at the same level as an online sales executive in uCertify. Thereafter, career progression is down to how well you perform in your job.

After a few years of experience under your belt as an online sales executive, your career will invariably progress to key account management where you will be responsible for managing some of the company's biggest customers or taking responsibility for key products. From here, you should expect to move into a management role as an Online Sales Manager, then Senior Manager before progressing to Director and ultimately VP.

Responsibilities:

1. Find new sales opportunities via cold calling and emails
2. Understand customer needs and requirements
3. Research accounts, identify key players, generate interest
4. Perform effective online demos to prospects
5. Close sales and achieve monthly and weekly goals
6. You will be working via phone or internet, there is no fieldwork involved


Requirements:

1. Strong phone presence
2. Excellent verbal and written communications skills
3. Strong listening and presentation skills
4. Graduate/PG degree or equivalent

Please note that this is not a BPO job. It is purely a sales profile with tremendous career growth.

Web Applications Developer:

Job brief:


Director
Dronacharya Group of Institutions
27, KP-44, Greater Noida-201306

We are looking for Web Application Developers to build and maintain functional web pages and applications of the award-winning uCertify platforms using HTML, CSS, JavaScript & PHP. You will create products used by millions of students and teachers worldwide.

To be successful in this role, you should have extensive experience building web pages from scratch and in-depth knowledge of the following programming languages: JavaScript, CSS & PHP.

Ultimately, you will make sure our web pages are up and running and cover both internal and customer needs.

Responsibilities

- Identify user and system requirements.
- Create wireframes for optimal UX and UI.
- Liaise with designers to decide on UI/UX elements (like graphics and navigation buttons).
- Develop web and react and react native apps.
- Write or check code for various applications.
- Write tests. Test and debug code.

Requirements

- Thorough understanding of HTML 5, CSS 3, and modern page layout techniques.
- Programming expertise in JavaScript and JS frameworks (React and React Native experience is a big bonus) and PHP.
- Experience with mockup and UI prototyping tools.
- Understanding of security practices.
- Familiarity with DevOps tools.
- Solid experience with Bootstrap framework.
- Strong problem diagnosis and problem-solving skills.
- Strong organizational skills to juggle multiple tasks within the constraints of timelines.
- Strong team player who can effectively communicate and collaborate with co-developers and other related departments.
- Highly proactive: always thinking of new ideas and ways to use technology to increase process efficiency.
- Ability to work and thrive in a fast-paced environment, learn rapidly, and master diverse web technologies and techniques.
- Actual, hands-on development experience is preferred.
- Technical degree preferred but not required.

Benefits for Employees:

1. Tremendous Growth Opportunity- Upto 3 times growth in 5 years
2. Annual Performance Appraisal
3. Retention Bonus
4. Technology Allowance
5. Punctuality Allowance
6. Employee Provident Fund
7. Medical Allowance
8. Meal
9. Cab
10. Five Days work in a week
11. Maternity Leave- 12 weeks
12. Paternity Leaves- 1 week
13. Interest-Free Laptop Loan
14. Talent Recognition-Star Performer Award
15. Promotion from within
16. Employee Referral Programs
17. Fun At Work- uCertify Day & Exciting Contest


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

- 18. Open Door policy
- 19. Amazing Learning Opportunities

Training Period: 3 Months

Stipend During Training: Rs 14,000/- per month

Inhand Salary After Training Period (Freshers): Rs. 22,500/- per month + Incentives (only for Sales)

CTC: 3.68 LPA CTC + Incentives (only for sales)

Location: Noida and Prayagraj

Eligibility: Interested candidates from B.Tech, B.C.A, M.C.A, B.B.A, M.B.A can apply.

Condition to join in uCertify:

1. The employee, on joining the Company, will be required to execute a bond in addition to a bank guarantee (Fixed Deposit in self account) of Rs 25,000/- as collateral security to serve the Company for a minimum period of 24 months (including Training Period & Probation Period).

2. This bond will be applicable after 7 days from the joining date.

We would appreciate it if you can refer to people who you think will fit the bill.

Alumni Working with uCertify

Mr. Shivam Joshi
Subject Matter Expert
Batch: 2020

Thanks & Regards Shreya Das HR Recruiter uCertify Training & Learning Pvt Ltd (Noida) Noida office: G-50, Sector 63 near Mahindra First Choice Centre. Head office Allahabad: Opp Law Faculty of AU, Chaitham lines. Mobile : 9572776358 | 7004663043 Phone : 0120-4540091 Email id : shreya.das@ucertify.com Website : <https://www.ucertify.com/>



Sender notified by
Mailtrack



Thanks & Regards Shreya Das HR Recruiter uCertify Training & Learning Pvt Ltd (Noida) Noida office: G-50, Sector 63 near Mahindra First Choice Centre. Head office Allahabad: Opp Law Faculty of AU, Chaitham lines. Mobile : 9572776358 | 7004663043 Phone : 0120-4540091 Email id : shreya.das@ucertify.com Website : <https://www.ucertify.com/>



Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201309

TPO

From: TPO <tpo@ggnindia.dronacharya.info>
Sent: Tuesday, January 11, 2022 10:14 AM
To: tpo@ggnindia.dronacharya.info
Cc: principal@ggnindia.dronacharya.info; 'Director Director'
Subject: FW: Hiring for Transcending Horizons Pvt Ltd
Attachments: 1.jpg

Categories: Purple Category, Green Category

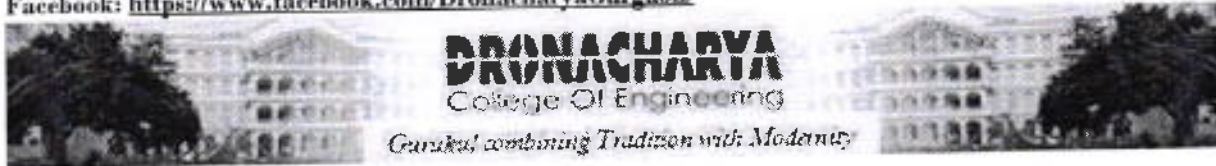
Dear Richa Ma'am,

Greetings!!

Please find below selection mail for your kind reference.

Thanks & Regards

Renu Dua
Training & Placement Officer
Dronacharya College of Engineering, Khentawas, Gurgaon - 122506
Ph. +91-124-2375502
Mobile- 9990797776, 9910380107
email id: tpo@ggnindia.dronacharya.info / Web : www.dronacharya.info
Facebook: <https://www.facebook.com/DronacharyaGurgaon/>




Subject: RE: Hiring for Transcending Horizons Pvt Ltd

Dear Ms Renu,

We have selected Rishu and Aditya, and expecting them to join us from Monday i.e. 10th Jan.

We will be sharing the offer shortly.

Please may inform the aspirants accordingly.


Director
Dronacharya Group of Institutions
27, KP-1, Sector Noida-201305



PhysicsWallah

CIN Number
:U80900UP2020PTC129223

Call :- 9161123482
Visit Us :- physicswallahalakhpandey.com
physicswallah.live

Registered office : Physics Wallah Pvt. Ltd., A-13/5, Sector 62, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201309.
Head Office : Physics Wallah Pvt. Ltd., KIJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

Date: 27-Apr-2022

Dear Mr. Praveen Kumar Chandra,

Further to your application and the discussions you had with us, we have pleasure in offering you the position of **Trainee in Tech - Engineering** team for "Full Stack" role with our organisation. We believe that your knowledge, skills, and experience would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of PW.

Please take the time to review our offer. It includes important details regarding your anticipated Traineeship with us.

Position

Physics Wallah is offering you to join us as **Trainee** with our **Tech - Engineering** Team for for "Full Stack" role. This is a **Full-Time** profile.

Compensation

Your fixed CTC will be INR **600,000/-** per annum. You'll be paid INR **50,000/-** on a monthly basis.

Commencement date

Your position will commence on **28-Apr-2022**.

Traineeship Period

Your traineeship period will be of **180 days**.

Notice Period

You will be required to provide a notice 30 days prior to leaving the organization. Upon completing the notice period, your Traineeship will be terminated.

We look forward to welcoming you to the PW team.

Yours Sincerely,
PhysicsWallah Pvt. Ltd.

Satish Khengre
Head - HR

Director

Dronacharya Group of Institutions
Praveen Kumar Chandra, Sign: _____ Noida-201309



PhysicsWallah

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Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

KINDLY READ THE FOLLOWING POLICY AND ADHERE TO IT-

Confidentiality:

1. Confidential and Proprietary Information. In the course of Traineeship, Trainees will be exposed to confidential and proprietary information. Such information shall mean any data or information that is competitively sensitive material and not generally known to the public, including, but not limited to, information relating to, marketing strategies, finance, operations, systems, proprietary concepts, documentation, reports, data, specifications, computer software, databases, inventions & know-hows, Student profiles, Supplier Details, sales estimates, business plans and internal performance results relating to the past, present or future business activities, technical information, which Employer considers confidential and proprietary. The Trainee acknowledges and agrees that the confidential and proprietary information is valuable property of the Employer, developed over a long period of time at substantial expense and that it is worthy of protection.

2. Confidentiality Obligations. Except as otherwise expressly permitted in this offer letter, the Trainee shall not disclose or use in any manner, directly or indirectly, any confidential and proprietary information, official Incidents either during the term of this Traineeship or at any time thereafter, except as required to perform their duties and responsibilities or with the Employer's prior written consent.

3. Rights in Confidential and Proprietary Information. All ideas, concepts, work product, information, written material or other confidential and proprietary information disclosed to Trainee by Employer

-are and shall remain the sole and exclusive property of Employer, and

-solely in reliance on Trainee's agreement to maintain them in confidence and not to use or disclose them to any other person except in furtherance of Employer's business.

This offer letter does not confer any right, license, ownership or other interest or title in, to or under the confidential and proprietary information to the Trainee.

4. Irreparable Harm. Trainee acknowledges that use or disclosure of any confidential and proprietary information in a manner inconsistent with this offer letter. Employers shall be entitled to pursue any other legally permissible remedy available as a result of such breach, including but not limited to damages, both direct and consequential. In any action brought by the Employer under this Section, the Employer shall be entitled to recover its attorney's fees and costs of legal proceedings, fines and fees from the Trainee.

5. Non-Disclosure. Trainee agrees at, except as directed by Company, and in the ordinary course of Company's business, Trainee will not at any time, whether during or after his Traineeship, disclose to any person or use, directly or indirectly, for Trainee's own benefit or the benefit of others, any Proprietary Information, or permit any person to examine or make copies of any documents which may contain or is derived from Proprietary Information.

6. During the period of your service with the Company, you will devote full time to the work of the Company. Further, you will not take up any other Traineeship or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Praveen Kumar Chandra

Sign: _____



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CIN Number
:U80900UP2020PTC129223

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Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

Company.

7. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilise them for your own use or disclose to other persons during or after your Traineeship. You are expected to observe secrecy & not part with company's sensitive & confidential information or strategy, finance, documents or products. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during the course of the Traineeship and on cessation for at least 2 years period.

8. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by policies, rules, regulations and orders promulgated by the management from time to time.

9. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

10. You will not accept any present / gift, commission or any sort of gratification in cash or kind from any person, party or firm or company, dealing with the company and if you are offered any, you should immediately report the same to the Management.

11. No authority is vested upon you both to make any financial commitment and enter into agreements / contracts / understandings of any nature with any second party and third party without seeking the prior permission / approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary / appropriate legal action will be taken.

12. **Termination:** Your services may be terminated without notice and on account of reason of any of the above acts or omissions. The company shall be entitled to recover the damages from you. In case the Trainee wishes to end the service, He/She will have to serve the notice period as per the organizational norm [30 days maximum] The notice period duration can be mutually agreed. Notwithstanding the above condition, the contract of service may also be terminated because of under-mentioned stipulations. This will be without payment of any compensation:

- In case you are found to be medically unfit either physically or mentally by the Company's authorized medical practitioner or hospital, on health examination.
- As and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification, experience, salary etc.
- If you are found to be not possessing the desired qualification as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy.
- If at any time you are showing non-performance on job responsibilities or are guilty of fraud, dishonest, disobedience, misconduct, negligence, moral turpitude, sexual harassment, prejudice, suppression of material information or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

Praveen Kumar Chandra

Sign: _____



PhysicsWallah

CIN Number
:U80900UP2020PTC129223

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Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

- On the termination of your Traineeship for whatever reason, you will return to the Company all property, documents and information pertaining to your projects and assignments, both original and copies made.

I hereby acknowledge and accept the job offer and policy

Name- **Praveen Kumar Chandra**

Sign- _____

Date: _____

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Praveen Kumar Chandra

Sign: _____



BHARGAV JOSHI
M. 99097 71117

To Date:16.02.2022
Mr.Ajay Verma.
Firozpur,Uttar Pradesh.

We are pleased to inform you that you are selected as a Software Maintenance Engineer in our company with effect from 1st March 2022. You will be responsible for entire server updation and maintenance activities of GPS Tracking System. You are offered a salary package of 4 Lakhs/Annum for the said designation. Upon the acceptance of offer letter induction time and place will be finalized. We eagerly expect to welcome you on board to serve us with your prestigious services.

Thanks & Regards
For Track Hackers GPS Systems.
Bhargav Joshi.

Director
Dronacharya Group of Institutions
27, KP-117, Koida-20

"SANT ASHISH", BHARTIYA NAGAR 4-A, NEAR RAMAPIR CHOWK,
150 FEET RING ROAD, RAJKOT - 360005



Government of India
Form GST REG-06
[See Rule 10(1)]

Registration Certificate

Registration Number : 24AOSPJ9520Q1Z5

1.	Legal Name	Bhargav Deepakbhai Joshi			
2.	Trade Name, if any	Track Hackers			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	Maruti Krupa, Bhartiya Nagar, Street No. 4A, 150 Feet Ring Road, Nr. Kuva, Ramapir Chowkdi, Rajkot, Gujarat, 360005			
5.	Date of Liability				
6.	Period of Validity	From	24/01/2019	To	NA
7.	Type of Registration	Regular			
8.	Particulars of Approving Authority	Centre			
Signature					
Name		J S Rajpurohit			
Designation		Superintendent			
Jurisdictional Office		Ghatak 93 (Rajkot)			
9.	Date of issue of Certificate	24/01/2019			
Note: The registration certificate is required to be prominently displayed at all places of business in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 24/01/21 the jurisdictional authority.


Director

Dronacharya Group of Institutions
27, KP-101, K. V. K. Vada-201300

**"SANT ASHISH", BHARTIYA NAGAR 4-A, NEAR RAMAPIR CHOWK,
150 FEET RING ROAD, RAJKOT - 360005**



सत्यमेव जयते

Annexure A

GSTIN 24AOSPJ9520Q1Z5
Legal Name Bhargav Deepakbhai Joshi
Trade Name, if any Track Hackers

Details of Additional Places of Business

Total Number of Additional Places of Business in the State 0



सत्यमेव जयते

Annexure B

GSTIN 24AOSPJ9520Q1Z5
Legal Name Bhargav Deepakbhai Joshi
Trade Name, if any Track Hackers

Details of Proprietor

1



Name Bhargav Deepakbhai Joshi
Designation/Status Proprietor
Resident of State Gujarat



Director

Dronacharya Group of Institutions
27, KP-III, Greater woida-201306



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Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

Date: 27-Apr-2022

Dear **Mr. Praveen Kumar Chandra**,

Further to your application and the discussions you had with us, we have pleasure in offering you the position of **Trainee in Tech - Engineering** team for "Full Stack" role with our organisation. We believe that your knowledge, skills, and experience would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of PW.

Please take the time to review our offer. It includes important details regarding your anticipated Traineeship with us.

Position

Physics Wallah is offering you to join us as **Trainee** with our **Tech - Engineering** Team for for "Full Stack" role. This is a **Full-Time** profile.

Compensation

Your fixed CTC will be INR **600,000/-** per annum. You'll be paid INR **50,000/-** on a monthly basis.

Commencement date

Your position will commence on **28-Apr-2022**.

Traineeship Period

Your traineeship period will be of **180 days**.

Notice Period

You will be required to provide a notice 30 days prior to leaving the organization. Upon completing the notice period, your Traineeship will be terminated.

We look forward to welcoming you to the PW team.

Yours Sincerely,
PhysicsWallah Pvt. Ltd.

Satish Khengre
Head - HR

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Praveen Kumar Chandra

Sign: _____



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Head Office : Physics Wallah Pvt. Ltd., K1J Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

KINDLY READ THE FOLLOWING POLICY AND ADHERE TO IT-

Confidentiality:

1. Confidential and Proprietary Information. In the course of Traineeship, Trainees will be exposed to confidential and proprietary information. Such information shall mean any data or information that is competitively sensitive material and not generally known to the public, including, but not limited to, information relating to, marketing strategies, finance, operations, systems, proprietary concepts, documentation, reports, data, specifications, computer software, databases, inventions & know-hows, Student profiles, Supplier Details, sales estimates, business plans and internal performance results relating to the past, present or future business activities, technical information, which Employer considers confidential and proprietary. The Trainee acknowledges and agrees that the confidential and proprietary information is valuable property of the Employer, developed over a long period of time at substantial expense and that it is worthy of protection.

2. Confidentiality Obligations. Except as otherwise expressly permitted in this offer letter, the Trainee shall not disclose or use in any manner, directly or indirectly, any confidential and proprietary information, official Incidents either during the term of this Traineeship or at any time thereafter, except as required to perform their duties and responsibilities or with the Employer's prior written consent.

3. Rights in Confidential and Proprietary Information. All ideas, concepts, work product, information, written material or other confidential and proprietary information disclosed to Trainee by Employer

-are and shall remain the sole and exclusive property of Employer, and

-solely in reliance on Trainee's agreement to maintain them in confidence and not to use or disclose them to any other person except in furtherance of Employer's business.

This offer letter does not confer any right, license, ownership or other interest or title in, to or under the confidential and proprietary information to the Trainee.

4. Irreparable Harm. Trainee acknowledges that use or disclosure of any confidential and proprietary information in a manner inconsistent with this offer letter. Employers shall be entitled to pursue any other legally permissible remedy available as a result of such breach, including but not limited to damages, both direct and consequential. In any action brought by the Employer under this Section, the Employer shall be entitled to recover its attorney's fees and costs of legal proceedings, fines and fees from the Trainee.

5. Non-Disclosure. Trainee agrees at, except as directed by Company, and in the ordinary course of Company's business, Trainee will not at any time, whether during or after his Traineeship, disclose to any person or use, directly or indirectly, for Trainee's own benefit or the benefit of others, any Proprietary Information, or permit any person to examine or make copies of any documents which may contain or is derived from Proprietary Information.

6. During the period of your service with the Company, you will devote full time to the work of the Company. Further, you will not take up any other Traineeship or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Praveen Kumar Chandra

Sign: _____



PhysicsWallah

CIN Number
:U80900UP2020PTC129223

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Visit Us :- physicswallahalakhpandey.com
physicswallah.live

Registered office : Physics Wallah Pvt. Ltd., A-13/5, Sector 62, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201309.
Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, 1st Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

Company.

7. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilise them for your own use or disclose to other persons during or after your Traineeship. You are expected to observe secrecy & not part with company's sensitive & confidential information or strategy, finance, documents or products. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during the course of the Traineeship and on cessation for at least 2 years period.

8. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by policies, rules, regulations and orders promulgated by the management from time to time.

9. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

10. You will not accept any present / gift, commission or any sort of gratification in cash or kind from any person, party or firm or company, dealing with the company and if you are offered any, you should immediately report the same to the Management.

11. No authority is vested upon you both to make any financial commitment and enter into agreements / contracts / understandings of any nature with any second party and third party without seeking the prior permission / approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary / appropriate legal action will be taken.

12. **Termination:** Your services may be terminated without notice and on account of reason of any of the above acts or omissions. The company shall be entitled to recover the damages from you. In case the Trainee wishes to end the service, He/She will have to serve the notice period as per the organizational norm [30 days maximum] The notice period duration can be mutually agreed. Notwithstanding the above condition, the contract of service may also be terminated because of under-mentioned stipulations. This will be without payment of any compensation:

- In case you are found to be medically unfit either physically or mentally by the Company's authorized medical practitioner or hospital, on health examination.
- As and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification, experience, salary etc.
- If you are found to be not possessing the desired qualification as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy.
- If at any time you are showing non-performance on job responsibilities or are guilty of fraud, dishonest, disobedience, misconduct, negligence, moral turpitude, sexual harassment, prejudice, suppression of material information or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Praveen Kumar Chandra Sign: _____



PhysicsWallah

CIN Number
:U80900UP2020PTC129223

Call :- 9161123482
Visit Us :- physicswallahalakhpandey.com
physicswallah.live

Registered office : Physics Wallah Pvt. Ltd., A-13/5, Sector 62, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201309.
Head Office : Physics Wallah Pvt. Ltd., KLJ Noida One, Block A, First Floor, Industrial Area, Sector 62, Noida, Uttar Pradesh 201309.

- On the termination of your Traineeship for whatever reason, you will return to the Company all property; documents and information pertaining to your projects and assignments, both original and copies made.

I hereby acknowledge and accept the Job offer and policy

Name- **Praveen Kumar Chandra**

Sign- _____

Date: _____

Director

Dronacharya Group of Institutions
27, EP-11, Sector 62, Noida 201309

Praveen Kumar Chandra

Sign: _____



Mr. Anant Singh

May 6th, 2022

Subject: Offer of Employment

Dear Anant,

1. We are delighted to offer you position of **Intern-Java Developer, Band O** with TechTree IT Systems (P) Ltd. with effect from **9th August 2022**. You will be signing an employment contract valid from 9th August 2022 to 9th February 2024 with TechTree IT.
2. Your start date with TechTree IT Systems (P) Ltd. is on **9th May, 2022**.
3. From 9th May 2022 to 9th August 2022 you will work as an intern and a stipend of Rs. 12,000/- will be paid for the said duration.
4. Your Commencing Reference Salary is **Rs. 400,000/-** w.e.f. 9th August 2022 and the details of the salary break-up is attached in Annexure-A.
5. In any circumstance if you are unable to pass out your B.Tech Programme or doesn't perform satisfactory during our internship programme, this offer will stand cancel.
6. We wish you a very interesting and challenging tenure with TechTree IT Systems (P) Ltd.

Yours Sincerely,

Lt. Col. Sanjay Ahuja
Director
TechTree IT Systems (P) Ltd.

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi- 110070

Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146618 | Website: www.techtreeit.com | Email id: contact@techtreeit.com

Director

Director
Director of Institutions
TechTree IT Systems (P) Ltd.

Annexure – A

Associate Name	Mr. Anant		
Associate No.	Assigned on joining		
HEADS OF SALARY	AMOUNT (With Effect From: 9th August 2022)		Frequency of Payment
	MONTHLY	ANNUAL	
Basic Salary	15,100	18,1200	Monthly
HRA	7,550	90,600	Monthly
Conveyance	1600	19,200	Monthly
Medical	1,250	15,000	Monthly
Special Allowance	7,107	85,288	Monthly
Gratuity		8,712	Annual
TOTAL - CTC	32,607	400,000	
Medical Insurance	Medical Insurance coverage for self and family for Rs. 2,00,000		
Accident Insurance	Accident coverage for self for Rs.10,00,000		

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi- 110070

Head Off: D-45, Sector B, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/8

CIN: U72200DL2006PTC148818 | **Website:** www.techtreeit.com | **Email id:** contact@techtreeit.com

Director
Dhanachand Group of Institutions
27, KP-11, Sector Noida-201306



Annexure – B

You are required to submit the following documents within a week of your joining.

Education (All photocopies should be clear)	
Graduates/ Post Graduate	Photocopy of Degree Certificates (Both Sides)
	Photocopy of all years marks cards
School	10th & 12th std certificate
Identity Verification (All photocopies should be clear) (Any of these)	Current Passport
	Election ID Card
	Driving License
	PAN Card
	Passbook
	10th Marks card will be accepted with photograph
Employment (All photocopies should be clear) (Any of these)	Photocopy of Relieving letter
	Photocopy of Experience letter
	Salary slips (for 3 months minimum)
	F&F Paper
	Resignation acceptance letter signed and reflecting associate number
6 Passport size coloured photographs.	
You are required to report at under mentioned address on your day of joining.	
Contact Person	Ms. Swati /Ms. Anjali
Address	TechTrec IT Systems (P) Ltd., D-45, Sector-6, Noida-201301
Reporting Time	9:30 AM

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi - 110070

Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146618 | Website: www.techtreeit.com | Email id: contact@techtreeit.com

(Signature)
Director
Dronacharya Group of Institutions
Noida-201306



Mr. Sudhir Kumar

April 26th, 2022

Subject: Offer of Employment

Dear Sudhir,

1. We are delighted to offer you position of **Intern-Android Developer, Band O** with TechTree IT Systems (P) Ltd. with effect from **27th July 2022**. You will be signing an employment contract valid from 27th July 2022 to 27th January 2024 with TechTree IT.
2. Your start date with TechTree IT Systems (P) Ltd. is on **27th April, 2022**.
3. From 27th April 2022 to 27th July 2022 you will work as an intern and a stipend of Rs. 12,000/- will be paid for the said duration.
4. Your Commencing Reference Salary is **Rs. 400,000/-** w.e.f. 27th July 2022 and the details of the salary break-up is attached in Annexure-A.
5. In any circumstance if you are unable to pass out your B.Tech Programme or doesn't perform satisfactory during our internship programme, this offer will stand cancel.
6. We wish you a very interesting and challenging tenure with TechTree IT Systems (P) Ltd.

Yours Sincerely,

Lt. Col. Sanjay Ahuja
Director
TechTree IT Systems (P) Ltd.

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi-110070
Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301
Phone: Noida 0120 4222774/5/6
CIN: U72200DL2006PTC146818 | Website: www.techtreeit.com | Email id: contact@techtreeit.com

Director
Dr. Neeraj Group of Institutions
27, F.P. III, Greater Noida-201306

Annexure – A

Associate Name	Mr. Sudhir		
Associate No.	Assigned on joining		
HEADS OF SALARY	AMOUNT (With Effect From: 16th June 2022)		Frequency of Payment
	MONTHLY	ANNUAL	
Basic Salary	15,100	181,200	Monthly
HRA	7550	90,600	Monthly
Conveyance	1600	19,200	Monthly
Medical	1,250	15,000	Monthly
Special Allowance	978	11,732	Monthly
EPF Employer's Contri.	1,963	23,556	Monthly
Gratuity		8,712	Annual
Performance Bonus		50,000	Annual
TOTAL - CTC	28,441	400,000	
Medical Insurance	Medical Insurance coverage for self and family for Rs. 2,00,000		
Accident Insurance	Accident coverage for self for Rs.10,00,000		

TechTree IT Systems Private Limited

 Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi - 110070
 Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146818 | Website: www.techtreeit.com | Email id: contact@techtreeit.com


 Director



Annexure – B

You are required to submit the following documents within a week of your joining.

Education (All photocopies should be clear)	
Graduates/ Post Graduate	Photocopy of Degree Certificates (Both Sides)
	Photocopy of all years marks cards
School	10th & 12th std certificate
Identity Verification (All photocopies should be clear) (Any of these)	Current Passport
	Election ID Card
	Driving License
	PAN Card
	Passbook
	10th Marks card will be accepted with photograph
Employment (All photocopies should be clear) (Any of these)	Photocopy of Relieving letter
	Photocopy of Experience letter
	Salary slips (for 3 months minimum)
	F&F Paper
	Resignation acceptance letter signed and reflecting associate number
6 Passport size coloured photographs.	
You are required to report at under mentioned address on your day of joining.	
Contact Person	Ms. Swati /Ms. Anjali
Address	TechTree IT Systems (P) Ltd., D-45, Sector-6, Noida-201301
Reporting Time	9:30 AM

TechTree IT Systems Private Limited

Regd Add: #2074, Ground Floor, Sector C, Pocket 2, Vasant Kunj, New Delhi- 110070

Head Off: D-45, Sector 6, Noida, Uttar Pradesh – 201301

Phone: Noida 0120 4222774/5/6

CIN: U72200DL2006PTC146618 | Website: www.techtreeit.com | Email id: contact@techtreeit.com

(Signature)
Director
 Dronacharya Group of Institutions
 Noida-201305

Mr. Tanish Varshney

Date: Friday, July 1st, 2022

SUB: LETTER OF APPOINTMENT

Dear Tanish,

With reference to your application and followed by subsequent interview you had with us, we are happy and keen to welcome you into the fold of PULSUS family.

We are pleased to offer you a position as "**Program Coordinator (On Job Trainee)**" and work location will be at our **SEZ Office**. The regular fixed term employment will be issued to you at the time of joining. You will be required to join as on, "**July 1st, 2022**".

We reviewed the industry competitiveness of compensation packages for such roles the relevant industry benchmarks and thus are pleased to offer a stipend of **15000/- INR** per month.

Apart from above fixed component, you are eligible as per company incentive policy and fines applicable as per deduction policy. *You should work in PULSUS for a minimum period of Twelve Months.*

Kindly report to office at **PULSUS HEALTHTECH LLP, 6th floor, Tower-b, Building No. 14, IT/ITES SEZ, DLF Cyber City Developers Ltd. Sector – 24 & 25A, DLF Phase-III, Gurgaon, Haryana – 122 002, INDIA.**

We are welcoming you on-board for a successful career with PULSUS Family.
Please feel free to get in touch with us for any queries.

With Best Regards,
Niharika Srivastava
Human Resource
PULSUS HEALTHTECH LLP

"We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world premier organization. We assure you of our support for your professional development and growth".

Terms and Conditions

Confidentiality:

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.


Director

Dr. Acharya Group of Institutions
27, KP-III, Greater Noida-201306.

Ref: SEIPL/OFFR/P06/02-22/002

Date: 04-Feb-2022

Mr. Tanish

8767/4 Multani Dhandha
Paharganj
New Delhi 110055

Subject: Offer of Appointment

Dear Mr. Tanish,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of 'GET' in our organization. Your gross salary will be **INR 15000/-** per month. The flexible Target Performance Bonus(TPB) will be additional to your salary, which will be calculated on monthly performance basis. Detailed breakup of your remuneration as discussed will be reflected in your appointment letter which will be issued to you after joining. We welcome you to Sunwoda family and looking forward for long term association.

Initially your joining will be on **15 February 2022** at **Greater Noida Unit**. This offer will be null & void, after the mentioned date of joining. However, you can be transferred anywhere in India / abroad or in any department / office / establishment owned or managed by any of group Company depending upon the exigencies of the Company's work. You may also be required to travel to outside locations for business activities, extensively.

You will neither work part / full time with any other organization nor indulge in business during your employment with Sunwoda. Your probation, confirmation, other terms and conditions of service etc. would be as per your appointment letter.

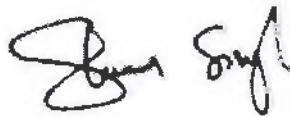
Please bring the following documents at the time of joining:

1. Educational & Professional Qualification documents.
2. Date of Birth (As per Aadhar Card)
3. Experience (Any document pertaining to previous employments).
4. Last three month's pay slips & Relieving letter.
5. Five passport size color photographs of yours.
6. Medical fitness certificate certified by registered practitioner.
7. Copy of PAN Card, Address Proof & Identity Proof.

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

Thanking you,

for **SUNWODA ELECTRONIC INDIA PVT. LTD.-Precision**



Shankar Singh
Sr. Manager - HR & Admin.



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

motherson 

Samvardhana Motherson International Limited
(formerly Motherson Sumi Systems Limited)
Head Office: Plot No.1, Sector-127, Noida-Greater Noida Expressway, Noida - 201301, U.P., India
Tel: +91-120-6679500, Fax: +91-120-6679270, Website: www.motherson.com

12th November 2022

Ms. Swarna Singh
B-036 Assotech The nest
NH-24 Ghazlabad.

LETTER OF OFFER

Dear Ms. Swarna

This has reference to your application and subsequent discussions with us for employment, In our organization.

We are pleased to offer you the employment In our organization as "**Graduate Engineer Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **14th November 2022 at 9.00 AM.**

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials In support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport Size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However, if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.


Employment as per this offer is subject to your being medically fit.


Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on-1st April every year on prorate basis.

You shall be Issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role In our company's expansion into national and International markets. We assure you of our support for your professional development and growth.

Thanking you,
For Samvardhana Motherson International Limited


Surbhi Chaturvedi
Assistant General Manager- HRM


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Regd Office:
Unit - 706, C Wing, ONE BKC, G Block
Bandra Kurla Complex, Bandra East
Mumbai - 400051, Maharashtra (India)
Tel: 022-81354800, Fax: 022-81354801
CIN No. L34300MH1986PLC284510

TPO

From: Vainisha Jain <vainishajain99@gmail.com>
Sent: Friday, December 2, 2022 8:40 PM
To: Tpo@gnindia.dronacharya.info
Subject: Re: Wipro Offer Letter

On Fri, 21 Jan, 2022, 9:18 pm Wipro offer letter, <wipro+email+35pgn-184b71a2e7@talent.icims.com> wrote:

January 21, 2022

Dear Vainisha Jain,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a **desktop/laptop**.
Click to Complete

Your Login Information:

Login Name: vainishajain99@gmail.com

(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
[Global Campus Hiring Team] Wipro Limited]

This message was sent to vainishajain99@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=ABA823070329&contactId=17416328>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



Pride India Engineering Solutions Pvt. Ltd

(An ISO 9001-2015, ISO 14001-2015, ISO 45001-2018 Certified Company)

CIN No. U29309HR2019FTC078555

INTENT LETTER

17th Feb'2022

Dear Mr Waqar Ahamad Ansari S/o Sh. Nazimuliah Ansari,
HN-RZ-168, Block -B, Arjun Park
New Delhi

Through – Training & Placement Officer Ms Renu Dua- Dronacharya College of Engineering.

With reference to our meeting with Training & Placement Officer (Ms Renu Dua) of your college Dronacharya College of Engineering and subsequent campus interview you had with us, we are pleased to issue you this letter of intent as a Graduate Engineer Trainee at M/s Pride India Engineering Solutions Pvt. Ltd. Plot No 59, Sector-7, IMT Manesar Gurugram Haryana, your emoluments & other employment terms shall be as discussed with you during our aforementioned meeting.

You would be required to join us on or before **March 01, 2022 (Tuesday)** as mutually agreed please note that if you fail to join us as specified above, and liable to submit acceptance copy of your resignation letter with in 7 days' time along with medical fitness certificate of MBBS doctor, in this condition to this offer shall stand cancelled.

You are requested to furnish the following documents at the time of joining

- ✓ Proof of your academic (D.O.B. certificate) and technical qualification
- ✓ Six recent passport size colored photographs
- ✓ Photocopy of Pan Card & Aadhar Card
- ✓ Cancelled Cheque


The formal offer of appointment will be given to you within one-week of your joining duties. This letter of intent does not confer any right or status of being an employee of the company, until issued a formal letter of appointment.

Please sign the duplicate copy of this letter of intent to indicate your acceptance of the same

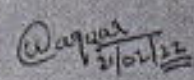
Wishing you all the best and welcome you to our organization

Thanking you

For Pride India Engineering Solutions Pvt. Ltd.


(Authorized Signatory)




(Acceptance Signature)

Office & Work : Plot No 59, 63, 72, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India

Telephone : 0124-4078021, 4052608

E-mail : info@prideindiaengineering.com, marketing@prideindiaengineering.com

Director

Dronacharya College of Engineering

Plot No. 59, Sector 7, IMT Manesar, Gurugram -122051 (HR.) India

TRAINING CUM OFFER LETTER

HR/IL/2021/12/8175

Date: 08-12-2021

Name of the Candidate : Gaurav Pandey
Place of Joining : Manesar
Training Start Date : 13-12-2021

Dear Gaurav Pandey,

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

1. Upon successful completion of your training and submission of all necessary document pertaining to the Degree / Graduation completion, your services will be confirmed with the Company and your compensation will be Rs. 3,20,000/- Per annum.
2. During Training Period, you are expected to report in office for Six days a week. This is **subject to any change or requirement** that may come into effect in the future. Such changes will supersede all the relevant clauses mentioned in this Trainee/ Offer letter.
3. You will be required to execute Agreements and its Terms and Conditions of Training, and other necessary documents / undertakings as may be required by **VVDN** from time to time.
4. Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your training in **VVDN** or its associates, or which you may come to know in the course of your Training, more specifically in relation to the engineering or technology used or adopted by **VVDN**, shall be the property of **VVDN**. You shall treat the above information or data in connection with any work done in **VVDN** strictly confidential. 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.
5. All information, papers, correspondence, etc., pertaining to **VVDN** business activities, commercial, technical or otherwise coming into your possession in the course of your training shall be treated strictly confidential.
6. During your training with **VVDN**, you may be transferred to any of the Offices/ Departments/ Units of **VVDN** or of associate concerns whether existing or to be set up, basis any business requirement, anywhere in India or abroad, on the same terms and conditions, at the sole discretion of the management.
7. **Leave:** As a Trainee, you will be entitled to get one unplanned leave in a month on pro rata basis.
8. During your tenure with **VVDN**, you will be governed by the applicable Rules and regulations of **VVDN** currently in force or as introduced/awarded from time to time.

Corporate Office: Plot No: CP-07, Sector -08, IMT Manesar, 122050, Gurugram, Haryana, India

Registered Office: 12/10 East Patel Nagar, New Delhi - 110008, India

www.vvdntech.com | Email: info@vvdntech.com

Director

Overacharya Group of Institutions

27, KP-III, Greater Noida-201306

9. During this Training Period, if the performance and conduct of the trainee is not satisfactory, appropriate action will be taken by Company. This may also impact the confirmation of employment.
10. 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 training with **VVDN** will stand terminated/ cancelled with immediate effect.
11. 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 the assigned Training/ knowledge enhancement.
12. Your email acceptance of this letter is expected within 3 days from the date of releasing the Training cum offer letter. This letter shall become void after completion of 3 days, in-case no acceptance is received.
13. As per the business requirements to ensure knowledge/ skill enhancement, company can ask for short-term or long-term travel/ deployment to any of the work location in India or abroad.
14. The Training/ relieving documents will be given for such trainee/employee who will not be able to continue with VVDN, upon clearance of all the dues from all the respective departments.
15. As per the employment status, either party can terminate this association by intimating in advance, subject to the clearance as per the Clause no 16 and 17.
16. As per the employment status, in case, a trainee/employee doesn't want to continue with the training/employment and wants to leave during the training/employment period or after completion of training or wants to leave the job or absconds (in case, any of the above mentioned event happens before or after the confirmation of employment, irrespective of duration of training/employment) or performs below the expected standards, due to which the confirmation of the services doesn't happen, trainee/employee is liable to pay the expenses incurred towards the knowledge enhancements as recovery, the sum of Rs. 3,00,000/- towards training cost, irrespective of the training duration. Such knowledge enhancements can be done via any mode of engagement (including but not limited to) like in person training, web-based training, mentoring based learnings, virtual connect, Tool training, certifications, and any other way which ensures the skill enhancement.
17. In addition to clause 16, the trainee is required to sign a service agreement, which will be applied implicitly and will have additional obligations, if the trainee/ employee wants to proceed with separation.


Please Sign the duplicate copy of this letter and return the same as token of your acceptance [Acceptance is through email or signatures] of the terms and conditions detailed in the letter.

Corporate Office: Plot No: CP-07, Sector -08, IMT Manesar, 122050, Gurugram, Haryana, India

Registered Office: 12/10 East Patel Nagar, New Delhi - 110008, India

www.vvdntech.com | Email: info@vvdntech.com

2


Director
Dronacharya Group of Institutions
37, KP-10, Greater Noida-201305

On the day of your joining, please bring original and photocopies of the following for verification:

- **Pan Card**
- **Aadhar Card**
- **2 Color photographs, passport size**
- **10th Certificate**
- **12th Certificate**
- **All semester mark-sheets & Degree certificate**
- **NOC Letter from college for Training**
- **Passport** (Passport is mandatory at the time of joining. In case you do not possess a valid passport, we want you to apply for it in advance and submit the copy of application to HR department within one month of your joining)

Disclaimer: The personal information and documents, voluntarily shared by you with the HR/ representatives of VVDN, will be kept confidential and intended solely for the applicable verification and internal purpose(s). It will not be shared with any third party, unless required by the company policy and applicable law.

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

Yours sincerely,

For VVDN Technologies Pvt. Ltd.



Authorized Signatory

Acknowledgement

I have read all the clauses mentioned above and hereby declare and accept your training cum offer letter.

Name and Signature


Date: _____

Corporate Office: Plot No: CP-07, Sector -08, IMT Manesar, 122050, Gurugram, Haryana, India

Registered Office: 12/10 East Patel Nagar, New Delhi - 110008, India

www.vvdntech.com | Email: info@vvdntech.com

3


Director
Group of Institutions
27, Noida, India-201305

TPO

From: Waquar Ansari <ansariwaquar9717@gmail.com>
Sent: Saturday, February 12, 2022 3:51 PM
To: tpo@gnindia.dronacharya.info
Subject: Fwd: Documents for joining formalities
Attachments: image001.png; image001.png
Categories: Yellow Category

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

From: **Waquar Ansari** <ansariwaquar9717@gmail.com>
Date: Wed, 2 Feb 2022, 2:14 pm
Subject: Re: Documents for joining formalities
To: Pragyan Parimita <pparimita@qmd.net>
Cc: Ranjeet Singh Raghav <rsinghraghav@qmd.net>, Deepak Kumar <deepak.kumar@qmd.net>

Thanks, I will be there.

On Wed, 2 Feb 2022, 2:09 pm Pragyan Parimita, <pparimita@qmd.net> wrote:

Congratulations on your selection!

Your workplace will be Sector-6, IMT Manesar, Gurgaon and you are expected to report tomorrow i.e. 03.02.2022 at 09:00am.

Please bring the copy of following for the formalities :

1. PAN CARD
2. Bank Account details
A. Address proof (Aadhar Card/Voter ID Card and Driving License).
3. Copy of all Educational Qualifications Certificates and mark sheets (SSC, HSC, Graduation, Diploma).
4. Four passport size photographs.

Please acknowledge the receipt of this mail as a confirmation from your end.

Best regards,

Pragyan Parimita

Sr.Officer-HR - India



Director

Dronacharya Group of Institutions
27, K9-11, Sector Hoida-201305

QMD

Plot # 251/275, Sector – 6 IMT

Manesar, Gurgaon 122050, Haryana India

Internal Extension: 448

Office: +91 124 4367115 - 448

Mobile: +91 9910601305

Email ID : pparimita@qmd.net



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1449644

Letter of Intent ("LOI")

Dear Vishal Yadav,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1449644**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1449644**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1449644**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature


Director
Bhattacharya Group of Institutions
27, KP-II, Greater Noida-201306

ANNEXURE 1

Vishal Yadav
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145960


Director
Oronacharye Group of Institutions
27, KP-III, Greater Noida-201306



VIJENDER SHARAM

Balgiri Mandir Road, opposite Balgiri Mandir, Sector 46, Noida, Uttar Pradesh 201301

NOIDA, Uttarpradesh

Pin - 201303

Sub: Offer Letter for Web Developer

Dear, Vijender Sharma

This is with reference to your application and subsequent interview held at our office. We are pleased to offer you a position as "Web Developer" based at our Plant at Noida Sector-46, Noida and your compensation will be Rs.4,50,000 Annually as discussed and mutually agreed. The offer does not include the performance linked bonus of 15%.

Further, as discussed you have to join us on or before 1/5/2022 at our Office at Noida Sec-46 Near Balgiri Mandir. You are requested to bring copy of following documents at the time of your joining.

Four passport size photographs

Qualification Certificates (in original along with one photocopy set; the originals will be returned to you after verification)

Proof of residence

Photocopies of your Resignation Letter as well as the Relieving Letter from your current employer

Photocopy of your last drawn salary slip.

Form No 16 / Certificate of Tax deducted as well as a copy of your PAN for Income Tax documentation

A detailed Appointment letter along with the terms and conditions of appointment applicable to you will be issued to you upon your joining to the Company.

You are requested to kindly confirm

Thanks

For Tesca Group



Director

Dronacharya Group of Institutions
27, KP-II, Greater Noida, Uttar Pradesh 201306

From: Vainisha Jain vainishajain99@gmail.com
Subject: Re: Wipro Offer Letter
Date: 2 December 2022 at 8:39 PM
To: Tpo@gnindia.dronacharya.info

On Fri, 21 Jan, 2022, 9:18 pm Wipro offer letter, <wipro-email+350gn-184b71a227@talent.icims.com> wrote:
January 21, 2022

Dear **Vainisha Jain**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.

Click to [Complete](#)

Your Login Information:

Login Name: vainishajain99@gmail.com

(If you do not know your password, you can reset it by [clicking here.](#))

If you have any questions about the details of your offer or about employment at Wipro, please reach out to

manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
{Global Campus Hiring Team| Wipro Limited}

This message was sent to vainishajain99@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=ABA823070929&contactId=17416328>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND


Director
Dronacharya Group of Institutions
37, KP-III, Greater Noida 201306



14th March 2022

Ms. Shiwani Dwivedi

Congratulations, you are being offered a full time role with Technology Team.

We are pleased to inform that you have been selected and shortlisted for the role of SAP ABAP at M8 Grade.

You will be based out of Gurgaon Location.

Your Cost to Company will be INR 6 Lakhs per annum.

Post your confirmation, completion and clearance of graduation and after due internal approvals on your candidature a definitive formal letter of employment with compensation break-up and date of joining will be issued which will be the final offer from the Company.

Should you have any queries please feel free to contact:

Kindly confirm your acceptance to enable us to consider your candidature.

Feel free to reach out to us for any additional information . We look forward to hearing back from you very soon!

Best Regards, (HR Team)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Corporate Office
Aakash Tower, 8, Pusa Road, New Delhi-110005



Shivali Rawat 11:48 am

to me, Chetna, Daman, Saksh... ▾



Always show pictures from this sender

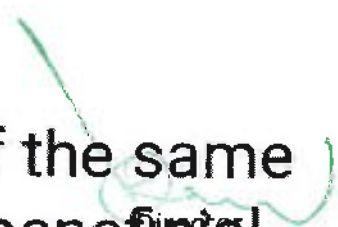
Dear Akash,

Thank you for the discussions you had with the **Global Bees** team.

We are pleased to offer you an internship from the period of **August 1, 2022, to August 31, 2022**. Please note, the internship letter regarding your project experience shall be shared at the end of the internship period.

Please note you may be required to sign an NDA/undertaking as per the sensitivity of the project allocated to you.

Do send across your acceptance of the same and we look forward to a mutually beneficial experience with you.


Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Warm Regards,

t - Entry Level <recruitment.entrylevel@tcs.com>

2:03 AM (10 hc)

ar,

We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter available to in your NextStep account.

ons given below to accept your Offer Letter:

to the internet and click on the link: <https://nextstep.tcs.com>.

the system using your Login Credentials.

f the offer letter, click on Offer Letter.

I **Accept** button to accept the offer

u accept the offer letter, you can download the same

with you to keep you abreast of the latest happenings at TCS.

hearing from you soon!

ase contact 1800-209-3111(toll free) / ilp_support@tcs.com

Group
Services



Director

Dronacharya Group of Institutions
27, KP-II, Greater Noida-201306

[ps://nextstep.tcs.com](https://nextstep.tcs.com)) can also be accessed from Android and iPhone.

Campus Hiring updates

didate,

from Wipro!


're doing well!

Due to some technical glitches there is a delay in releasing the Letter of Intent(LOI). We are actively working on the issue and your LOI will be released soon.

Appreciate your patience! *Stay tuned on your registered mail ID for further updates.*

If you wish to know more about **revised compensation** please write to manager.campus@wipro.com.

Campus Hiring team


Director
Dronacharya G. [unclear] Solutions
27, K. P. [unclear] [unclear]



Infosys Freshers Recru... 22 Apr
to Infosys ▾



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


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida, UP

Ref No: WNG073TRT
18/02/2022

Dear * Nisha Sharma

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of HR Recruiter with White Net Group. Your place of posting will be Noida/Lucknow.

Initially, we offered package would be upto 1.20 LPA CTC per annum. After completion of 3 months of training profile salary hike (increase) would (5% to 20%) may vary depending on individual and company performance.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on 18-Feb -2022.

We are delighted to welcome you to the team! You are joining White net group at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For White Net Group (Corporation),

Navnit Kumar Singh
Head-Talent Acquisition

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

Signature:

Nisha

Date: 18 - 02 - 2022

www.whitenetgroup.com

Seven Wonders A-61, Sector -16 Noida, UP

Director/HR
7A, 61, Green

tutions
1306



3rd May 2022

Subject: Letter of Intent

Dear Yash Saini,

We are pleased to offer you appointment in our Organization as a "Test Trainee" on the terms and conditions as mutually agreed upon during the course of discussion.

Your gross salary per annum would be as per the attached Annexure-A.

You are advised to join our organization on or before "4th May 2022". In case you fail to join your duties by the date mentioned, the Management reserves the right to cancel this letter of Intent.

Please submit following documents well before the time of joining:

- **Copies of Certificates in support of your Qualifications.**
- **Passport size photographs.**
- **Address proof (Copy of Driving License, Voter Identity Card) etc.**

On receiving the above-mentioned documents, the Appointment letter with complete break up of salary & terms & conditions of employment would be issued to you.

During the period of your employment with SITS, whether on training, or otherwise, this appointment may be terminated by either of us without having to assign any reasons therefore provided, however, your employment with the Company is subject to termination on minimum 15 days' prior notice by either side.

We assume that all the information furnished by you during the recruitment process is correct.

We welcome you to the Stratosphere family and look forward to a long term and fruitful relationship.

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

Thanking you,
Yours sincerely,

For Stratosphere IT Services Pvt. Ltd



Neeraja
Manager Human Resource



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

ANNEXURE – A

Gross Salary(Gross of Tax)	INR 9,292	INR 111,504
		Annual(Rs.)
Basic	INR 4,646	INR 55,752
HRA	INR 1,858	INR 22,301
Conveyance Allowance	INR 1,600	INR 19,200
Medical Reimbursement against bills	INR 1,000	INR 12,000
Other Allowances	INR 188	INR 2,251
Monthly Gross	INR 9,292	INR 111,504
Less Deductions		
PF (Employer Contribution)	INR 892	
ESI (Employre Contribution)	INR 302	
Monthly CTC	INR 10,486	INR 125,832
PF (Employee Contribution)	INR 892	
ESI (Employee Contribution)	INR 70	
PT(Provision Tax)	INR 0	
Total Deductions	INR 962	
Monthly Take Home	INR 8,330	INR 99,963

Employee Name

Signature


 Director
 Dronacharya Group of Institutions
 27, KPH-17, Greater Noida-201306

Wipro Offer Letter

Inbox



Wipro offer letter Jan 21

to me ▾



January 21, 2022

Dear **Smita Singh**,

Congratulations! We are pleased to offer you the position of **Project Engineer** at **Wipro**.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

info@dronacharya.info

From: SUNIL KUMAR <skumar@cdac.in>
Sent: Friday, September 01, 2017 3:55 PM
To: hodaps@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info
Subject: Re: Visit
Attachments: Requisition form for CeG Visit 01092017.doc

Dear Sir,

As discussed, the proposed visit has been approved by competent authority in Ministry of Electronics and IT for 22/09/2017 (from 9 AM to 2 PM). You are requested to kindly arrange to submit the attached requisition form duly approved by Head of Organisation.

Thanks and Regards
Sunil Kumar
9891172742

On September 1, 2017 at 3:32 PM hodaps@gnindia.dronacharya.info wrote:

Dear Sir,

Greetings from Dronacharya Group of Institutions, Greater Noida.

Dronacharya Group of Institutions, affiliated to **Dr. Abdul Kalam Technical University (AKTU)**, is one of the prime engineering institutions of India. The mission of the Institute is to serve the society and impart high quality education to students in the field of Engineering, Management & Information Technology. To achieve this, the Institute endeavours to provide suitable and adequate platforms to students for gainful exposure in terms of meaningful industrial visits.

We plan to send a batch of about 60 students to your esteemed organization for familiarization and exposure towards the nuances of engineering & technology. We request you to kindly grant permission for this industrial visit which shall greatly enhance the students knowledge and vision of system operation. The dates convenient to you may be forwarded for our planning purposes.

We shall be grateful for the consent accorded.

Thanking you and regards,

Dr. Abhishek Swami
Head of the Department
Dronacharya Group of Institutions,
#27, Knowledge Park - III,
Greater Noida - 201308, U.P.
Phone No.: 0120-2322022, Ext: 218
Mobile No.: +91-9899932076
Website: www.dronacharya.info



Thanks & Regards

Sunil Kumar
Sr. Technical Officer


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: hodcse@gnindia.dronacharya.info
Sent: Monday, August 14, 2017 4:43 PM
To: 'SUNIL KUMAR'
Cc: director@gnindia.dronacharya.info
Subject: RE: Request for an industrial visit to your organization, Centre for e-Governance (CeG)
Attachments: REQUISITION FORM FOR CeG Visit.pdf

Dear Sir,

Kindly find attached the duly filled in requisition form for visit to your organization on 18th August 2017, Friday.

Please confirm so that further arrangements can be done.

With regards,

Manoj Kumar Yadav

HOD (CSE)

Dronacharya Group of Institutions, Greater Noida

Ph.: 0120-2322022


Mob.:(+91)7042431751

From: SUNIL KUMAR [mailto:skumar@cdac.in]
Sent: Thursday, August 10, 2017 4:27 PM
To: hodcse@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info
Subject: Re: Request for an industrial visit to your organization, Centre for e-Governance (CeG)

Dear Sir,

This has reference appended email on the above subject matter. As proposed, the competent authority in Ministry of Electronics and IT have approved the student visit from Dronacharya Group of Institutions, Greater Noida. You are requested to kindly submit the attached requisition form duly approved by competent authority.

Thanks and Regards
Sunil Kumar
9891172742


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Centre for e-Governance
 (A Showcasing Platform for Best Practices in e-Governance)
 Ministry of Electronics and Information Technology (MeitY)
 Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi – 110003
 Tele: (011) 24363751/ 24301186/ 24301196,
 Email: cgg@meitv.gov.in Website: <http://cgg.meitv.gov.in/>

Requisition Form to visit Centre for e-Governance (CeG)

A.	Visitor Category:	Academic Institute <i>(Govt./Semi-Govt. Organization / Individual / Academic Institute / Private Organization/ Student)</i>			
B.	Intended Date of Visit:	18 th August 2017			
C.	Time of Visit:	9:00 AM to 1 PM			
D.	If visiting in Group, please indicate name of accompanying Officer/Faculty and the Institute				
S. No.	Name of Visitor	Name of Organization / Institute with Address (If visiting as an individual, please give residential address)	Designation / Course (semester)	Email	Contact Number (if any)
FACULTY MEMBER					
1	Ms. Monu Singh	DGI, Greater Noida	Asst. Prof.	Monu.singh@gnindia.dronacharya.info	9167307337
2	Mr. Sunil Narula	DGI, Greater Noida	Asst. Prof.	Sunil.narula@gnindia.dronacharya.info	9971109929
STUDENT					
1	ABHISHEK BHATI	DGI, Greater Noida	B.Tech.-CSE/III	abhishek.11006@gnindia.dronacharya.info	9910183389
2	AJAY PRATAP SINGH	DGI, Greater Noida	B.Tech.-CSE/III	ajay.11001@gnindia.dronacharya.info	9540702532
3	AJU S KUMAR	DGI, Greater Noida	B.Tech.-CSE/III	aju.11002@gnindia.dronacharya.info	9582455437
4	AMEER HAMZA	DGI, Greater Noida	B.Tech.-CSE/III	ameer.11004@gnindia.dronacharya.info	8586820763
5	ANISH CHOUDHARY	DGI, Greater Noida	B.Tech.-CSE/III	anish.11005@gnindia.dronacharya.info	9968503626
6	ANKUR KUMAR GAUR	DGI, Greater Noida	B.Tech.-CSE/III	ankur.11007@gnindia.dronacharya.info	9648286162
	ANSHUL KUSHWAHA	DGI, Greater Noida	B.Tech.-CSE/III	anshul.11008@gnindia.dronacharya.info	9968464520
	CHARU KATHANI	DGI, Greater Noida	B.Tech.-CSE/III	charu.11017@gnindia.dronacharya.info	9810842296



Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306



Centre for e-Governance

(A Showcasing Platform for Best Practices in e-Governance)

Ministry of Electronics and Information Technology (MeitY)

Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi – 110003

Tele: (011) 24363751/ 24301186/ 24301196,

Email: ceg@meitv.gov.in Website: <http://ceg.meitv.gov.in/>

9	CHETAN SHARMA	DGI, Greater Noida	B.Tech.- CSE/III	chetan.11018@gnindia.dronacharya.info	7011014319
10	DRAVID NAGI	DGI, Greater Noida	B.Tech.- CSE/III	dravid.11023@gnindia.dronacharya.info	9953909652
11	GURLEEN KAUR GAUBHRI	DGI, Greater Noida	B.Tech.- CSE/III	gurleen.11025@gnindia.dronacharya.info	9871400805
12	GURPREET SINGH	DGI, Greater Noida	B.Tech.- CSE/III	Gurpreet.11027@gnindia.dronacharya.info	9818862765
13	JAGRATI DARMAL	DGI, Greater Noida	B.Tech.- CSE/III	jagrati.11029@gnindia.dronacharya.info	8376029166
14	JASHANDEEP KAUR	DGI, Greater Noida	B.Tech.- CSE/III	jashandeep.11030@gnindia.dronacharya.info	9910061735
15	JASPREET SINGH	DGI, Greater Noida	B.Tech.- CSE/III	jaspreet.11031@gnindia.dronacharya.info	8750161700
16	KALPANA UPADHYAY	DGI, Greater Noida	B.Tech.- CSE/III	kalpana.11038@gnindia.dronacharya.info	8447746852
17	GOLDY SINGH	DGI, Greater Noida	B.Tech.- CSE/III	goldy.11024@gnindia.dronacharya.info	8318909785
18	MEENAKSHI DOGRA	DGI, Greater Noida	B.Tech.- CSE/III	meenakshi.11047@gnindia.dronacharya.info	8587805434
19	NIKHIL SINGH	DGI, Greater Noida	B.Tech.- CSE/III	nikhil.11051@gnindia.dronacharya.info	8130047820
20	NIPUN R NAVADIA	DGI, Greater Noida	B.Tech.- CSE/III	nipun.11052@gnindia.dronacharya.info	9999336819
21	NISHA	DGI, Greater Noida	B.Tech.- CSE/III	nisha.11053@gnindia.dronacharya.info	7065317631
22	PRIYANSHU TOMAR	DGI, Greater Noida	B.Tech.- CSE/III	privanshu.11064@gnindia.dronacharya.info	8938082927
23	AJAY PRATAP SINGH	DGI, Greater Noida	B.Tech.- CSE/III	ajay.11001@gnindia.dronacharya.info	9540702532
24	ANKUR KUMAR GAUR	DGI, Greater Noida	B.Tech.- CSE/III	ankur.11007@gnindia.dronacharya.info	9648286162
25	KANHAIYA KURMI	DGI, Greater Noida	B.Tech.- CSE/III	kanhaiya.11035@gnindia.dronacharya.info	9990386249
26	NITIN JADON	DGI, Greater Noida	B.Tech.- CSE/III	nitin.11055@gnindia.dronacharya.info	9899270322
27	PIYUSH CHOUDHARY	DGI, Greater Noida	B.Tech.- CSE/III	piyush.11060@gnindia.dronacharya.info	9811639742
28	BEKHA GUNJAN	DGI, Greater Noida	B.Tech.- CSE/III	priya.11063@gnindia.dronacharya.info	7870209909
29	RATI KUMARI JHA	DGI, Greater Noida	B.Tech.- CSE/III	rati.11073@gnindia.dronacharya.info	8470847602
30	UJWAL KUMAR	DGI, Greater Noida	B.Tech.-	ujwal.11073@gnindia.dronacharya.info	9810703819

Director

27, KP-III, Greater Noida-201305



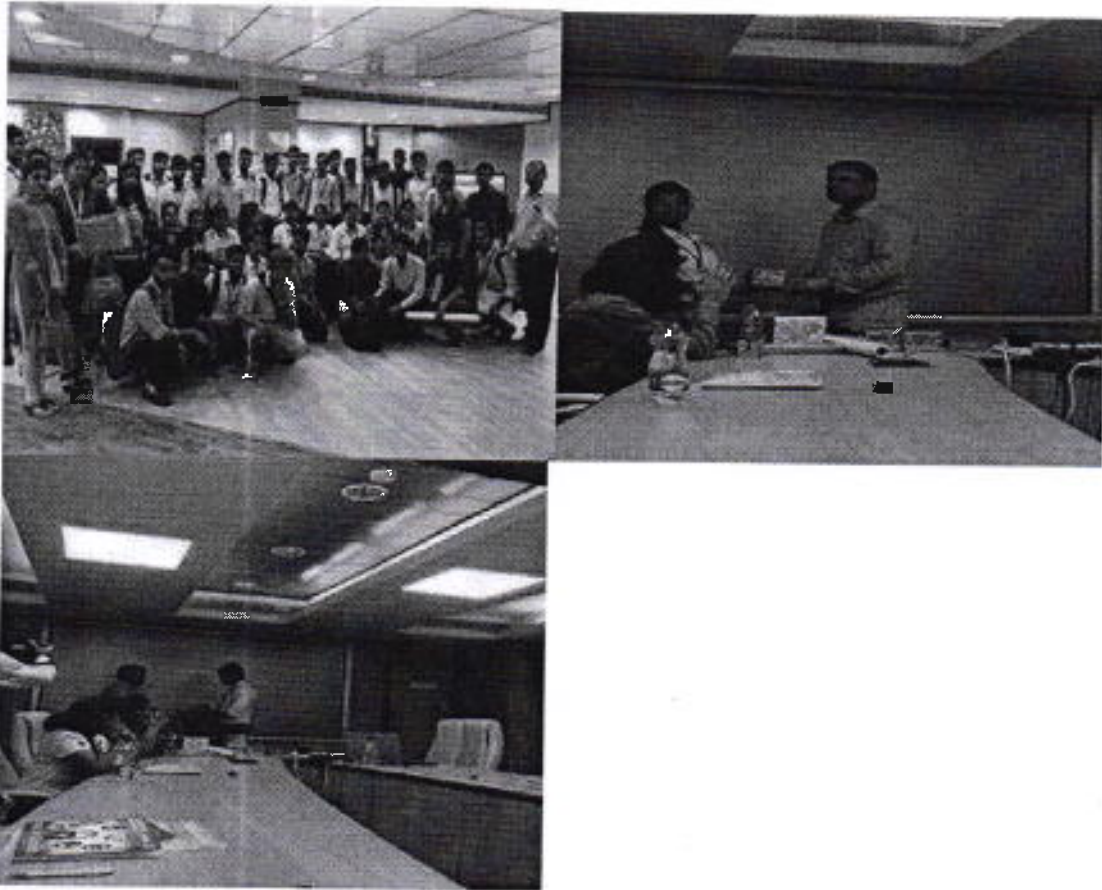
Centre for e-Governance
(A Showcasing Platform for Best Practices in e-Governance)
Ministry of Electronics and Information Technology (MeitY)
Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi – 110003
Tele: (011) 24363751/ 24301186/ 24301196,
Email: ceg@meitv.gov.in Website: <http://ceg.meitv.gov.in/>

31	SHIVAM YADAV	DGI, Greater Noida	CSE/III B.Tech.- CSE/III	shivam.11081@gnindia.dronacharya.info	9810789444
32	SHWETA PATHAK	DGI, Greater Noida	B.Tech.- CSE/III	shweta.11082@gnindia.dronacharya.info	9891831727
33	TANISH SAXENA	DGI, Greater Noida	B.Tech.- CSE/III	tanisha.11093@gnindia.dronacharya.info	9599212640
34	UJJWAL KUMAR	DGI, Greater Noida	B.Tech.- CSE/III	ujjwal.11096@gnindia.dronacharya.info	8409041651
35	VAIBHAV TOMAR	DGI, Greater Noida	B.Tech.- CSE/III	vaibhav.11098@gnindia.dronacharya.info	7532950890
36	SNEHA	DGI, Greater Noida	B.Tech.- CSE/III	sneha.11901@gnindia.dronacharya.info	9999643133
37	SIDDHANT PRAKASH	DGI, Greater Noida	B.Tech.- CSE/III	siddhant.11084@gnindia.dronacharya.info	8588808936
38	VIJAY SHANKAR	DGI, Greater Noida	B.Tech.- CSE/III	vijay.11100@gnindia.dronacharya.info	8510063439
39	UJJWAL KUMAR	DGI, Greater Noida	B.Tech.- CSIT/III	ujjwal.11114@gnindia.dronacharya.info	9540531436
40	SANJAY BHANDARI	DGI, Greater Noida	B.Tech.- CSIT/III	sanjay.11588@gnindia.dronacharya.info	9910658759
41	ANNU BANSAL	DGI, Greater Noida	B.Tech.- IT/III	annu.11107@gnindia.dronacharya.info	9716866541
42	SHUBHAM KUMAR	DGI, Greater Noida	B.Tech.- CSIT/III	shubham.11600@gnindia.dronacharya.info	9582967141
43	SUBHANKAR DAS	DGI, Greater Noida	B.Tech.- CSIT/III	subhankar.11113@gnindia.dronacharya.info	9871564287
44	JAYA KANDPAL	DGI, Greater Noida	B.Tech.- IT/III	jaya.11109@gnindia.dronacharya.info	8860854063
45	KUMARI USHA	DGI, Greater Noida	B.Tech.- CSIT/III	usha.11604@gnindia.dronacharya.info	9582405917
46	RISHIKA RAZDAN	DGI, Greater Noida	B.Tech.- CSIT/III	rishika.11063@gnindia.dronacharya.info	9650464129
47	SHUBHAM MISHRA	DGI, Greater Noida	B.Tech.- IT/III	shubham.11112@gnindia.dronacharya.info	9470201677
48	LUV SAINI	DGI, Greater Noida	B.Tech.- CSIT/III	luv.11577@gnindia.dronacharya.info	9643910948
49	RAJESH JHA	DGI, Greater Noida	B.Tech.- CSIT/III	rajesh.11586@gnindia.dronacharya.info	9717902586
50	LAKSHAY KALRA	DGI, Greater Noida	B.Tech.- IT/III	lakshya.11110@gnindia.dronacharya.info	9650379060

Director
 Dronacharya Institute of Skills Education & Training
 27, KP-Toll, Greater Noida

**VISIT TO CENTRE FOR E-GOVERNENCE
(MINISTRY OF ELECTRONICS & INFORMATION TECHNOLOGY)**

22nd September, 2017



Director

**Dronacharya Group of Institutions
27, KR-II, Greater Noida-201306**

info@dronacharya.info

From: irfan <irfan.kazmi@vstacks.in>
Sent: Wednesday, November 13, 2019 10:40 AM
To: sk.srivastava@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; hodaps@gnindia.dronacharya.info; 'kundan'; hima.dogra@vstacks.in; 'Shivangi Sharma'
Subject: RE: industrial visit

Dear Mr. Srivastava,

As agreed, the visit has been finalised for 16th November 2019 at 11 a.m. You can send in two batches of 25 students each. The session for the first batch shall be from 11:00 am to 12 : 00 pm and for the second from 12 :00 pm to 1:00 pm . The facilitators for these sessions will be Ms. Hima Dogra and Mr. Kundan Kumar . While one session is underway the students of the other batch can wait in the food court in Tower 2. Our office address is mentioned below :

***Office No. 11, Ground Floor,
Tower 1, Stellar IT Park,
C-25, Sector 62,
Noida.***

Thanking You,

Warm Regards,
Irfan Kazmi

Chief Operating Officer,
vSTACKS Infotech Pvt. Ltd.
Tel no. 0120-6900335
Website : www.vstacks.in




-----Original Message-----

From: sk.srivastava@gnindia.dronacharya.info
<sk.srivastava@gnindia.dronacharya.info>
Sent: 18 October 2019 15:03
To: irfan.kazmi@vstacks.in
Cc: director@gnindia.dronacharya.info; hodaps@gnindia.dronacharya.info
Subject: industrial visit

Dear Sir /Madam,

Dronacharya Group of Institutions is one of the prestigious Engineering Institute of India .It is affiliated to Dr. Abdul Kalam Technical University (AKTU). The aim of the institute is to serve the society and impart high quality education.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

info@dronacharya.info

From: director@gnindia.dronacharya.info
Sent: Friday, November 15, 2019 4:27 PM
To: hodaps@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: industrial visit

Approved,
Director

From: hodaps@gnindia.dronacharya.info [mailto:hodaps@gnindia.dronacharya.info]
Sent: Friday, November 15, 2019 3:38 PM
To: director@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: FW: industrial visit

Respected Sir,

We have scheduled an Industrial visit to the students of B. Tech. 1st Semester CSE-B-I branch on 16th November 2019 at "vSTACKS Infotech Pvt. Ltd., Noida"

Approximately 52 students along with two faculty members will visit the plant on 16th Nov 2019. So, there is requirement of snacks for 52 students and College bus at 09:30 AM on 16th November 2019.

After the visit, students will reach to the college before 03:00 PM.

So, we seek your kind approval for the same.

List of students are attached for reference.

Regards,

HOD-APS

From: irfan [mailto:irfan.kazmi@vstacks.in]
Sent: Wednesday, 13 November, 2019 10:40 AM
To: sk.srivastava@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; hodaps@gnindia.dronacharya.info; 'kundan'; hima.dogra@vstacks.in; 'Shivangi Sharma'
Subject: RE: industrial visit

Dear Mr. Srivastava,

As agreed, the visit has been finalised for 16th November 2019 at 11 a.m. You can send in two batches of 25 students each. The session for the first batch shall be from 11:00 am to 12 : 00 pm and for the second from 12 :00 pm to 1:00 pm . The facilitators for these sessions will be Ms. Hima Dogra and Mr. Kundan Kumar

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Industrial Visit To VStacks Infotech Pvt. Ltd., Noida




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



Director
Dronacharya Group of Institutions
27, KP-14, Greater Noida-201306

From: Yamini <yamini@yakult.co.in>
Sent: Wednesday, September 11, 2019 5:06 PM
To: sk.srivastava@gnindia.dronacharya.info
Cc: Abhishek Singh; Aadish; Rakesh Kumar; Saumya Sinha
Subject: Confirmation for Industrial visit
Attachments: Road Map.pdf

Dear Mr. Srivastava

Good Evening !

We confirm your visit for Sep 26th at 11:00 AM. The duration of the session at the factory is approx. 1.5 hrs. and at a time we can accommodate up to 99 people in our factory. **In case of any changes, please inform us in advance.**

Please share the contact number of faculty accompanying the students at least 3 days before the visit. **You are requested to adhere to the time given.** Kindly find attached the road map of the Yakult Factory. If you need any kind of information related to plant visit, you can coordinate with our team. No other requirement from our side .

Address : Plot no. 402-405 & 410-413, Food Park, Rai Industrial Area, HSIIDC, Sonapat.

Contact Person : Aadish (9416199757), Yamini (9467055308)

Thanks & Regards

Yamini

(PR Dept.)

Yakult Danone India Pvt. Ltd.

Plot No. 402-405 & 410-413, Food Park,

Rai Indl. Area, HSIIDC, Sonapat, Haryana-131029.

Phone: +91-7082300793, Mobile: +91-9467055308

E-mail: yamini@yakult.co.in Website: www.yakult.co.in

From: sk.srivastava@gnindia.dronacharya.info <sk.srivastava@gnindia.dronacharya.info>

Sent: 11 September 2019 16:51

To: Yamini <yamini@yakult.co.in>

Subject: RE: Availability for Industrial visit

Dear Madam ,

With reference to your mail on dated 05 -9-19 . Thanks for giving us opportunity for visit on 26th Sep. at 11:00 am. Kindly fixed the date i.e 26th Sep. 2019 for our visit. Our 60 students along with faculty coordinator will reach to your company at 11:00 am.

Thanks

DR.S.K.SRIVASTAVA

(Professor)

In-charge Academic Collaboration

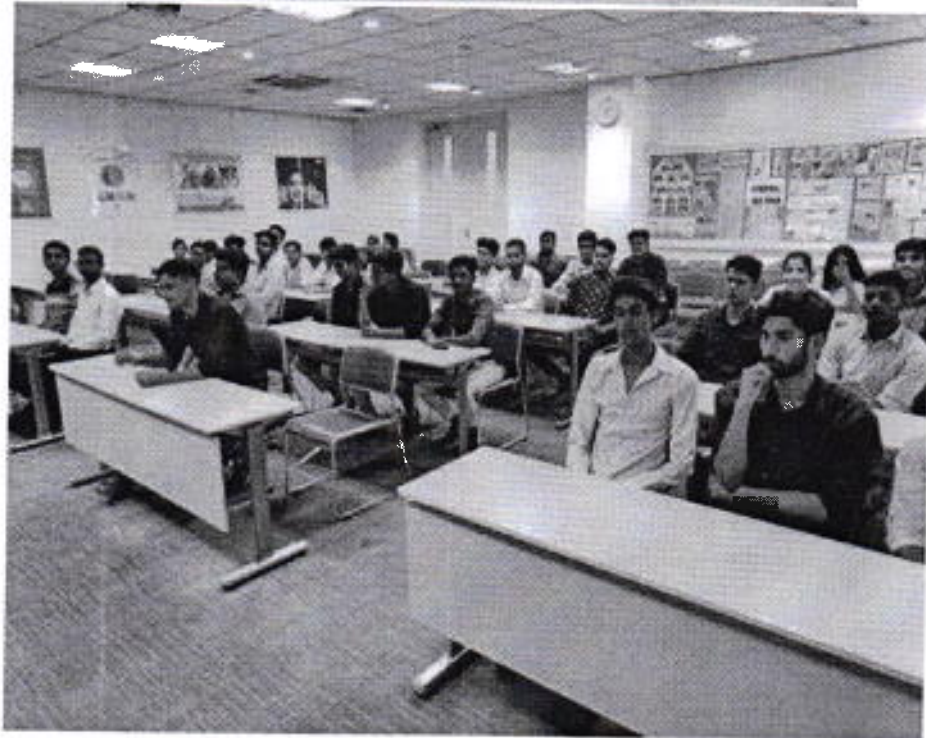
Dronacharya Group of Institutions

+91-9999731120

Sk.srivastava@gnindia.dronacharya.info


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Industrial visit to Yakult Danone India Pvt. Ltd




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: sk.srivastava@gnindia.dronacharya.info
Sent: Tuesday, August 27, 2019 10:03 AM
To: 'Plantvisit'
Cc: hodaps@gnindia.dronacharya.info; director@gnindia.dronacharya.info
Subject: Industrial Visit date confirmation

Dear Sir,

Thanks for giving us positive response. We have decided to visit along with sixty students and two faculty members at mother dairy plant on 20th September 2019. Kindly confirm the date as earliest as possible so that we can plan accordingly.

Regards

DR.S.K.SRIVASTAVA
(Professor)
In-charge Academic Collaboration
Dronacharya Group of Institutions
#B 27 Knowledge Park -III
Greater Noida
+91-9999731120
sk.srivastava@gnindia.dronacharya.info
www.dronacharya.info

From: Plantvisit [mailto:Plantvisit@Motherdairy.Com]
Sent: 22 August 2019 03:01 PM
To: sk.srivastava@gnindia.dronacharya.info
Subject: Re: Industrial Visit

We have date in last week of Sep.

From: sk.srivastava@gnindia.dronacharya.info <sk.srivastava@gnindia.dronacharya.info>
Sent: Thursday, August 22, 2019 2:55 PM
To: Plantvisit <Plantvisit@Motherdairy.Com>; CIS PPG <CIS.PPG@motherdairy.com>
Cc: director@gnindia.dronacharya.info <director@gnindia.dronacharya.info>; hodaps@gnindia.dronacharya.info <hodaps@gnindia.dronacharya.info>
Subject: Industrial Visit

**** This email has been sent from an external source. Treat hyperlinks and attachments in this email with caution****

Dear Sir /Madam,

Dronacharya Group of Institutions is one of the prestigious Engineering Institute of India. It is affiliated to Dr. Abdul Kalam Technical University (AKTU). The aim of the institute is to serve the society and impart high quality education to students in the field of Engineering, Management and Information Technology. To achieve this goal, the institute endeavours to provide suitable and adequate platforms to students for the gainful exposure in terms of meaningful industrial visits.

We plan to send a batch of 60 students to your esteemed organization for



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: HOD ME <hodme@gnindia.dronacharya.info>
Sent: Thursday, August 08, 2019 2:32 PM
To: director@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info
Subject: Visit to DELHI MACHINE TOOLS EXPO 2019

Respected Sir,

DELHI MACHINE TOOLS EXPO 2019 is going to be held at **India Expo Centre, Greater Noida**, on **August 8 @ 10:00 am - August 11 @ 6:00 pm**. It is highly beneficial for our students to get aware about the latest trend in the field of manufacturing.

Therefor kindly permit us for the above visit of mechanical engineering students(2nd & 3rd year) on tomorrow (**9 August 2019**) after lunch.

Regards

Vineet Kumar Mishra
Head
Department of Mechanical Engineering
Dronacharya Group of Institutions
#27, Knowledge Park – III, Greater Noida – 201308, U.P.
Phone No: 0120-2322022
Mobile No.: +91-9416977217
Email Id.: hodme@gnindia.dronacharya.info


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308

**Visit to Delhi Machine Tool Expo 2019
(India Exposition Mart Limited, Greater Noida)**



Handwritten signature in green ink.

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: director@gnindia.dronacharya.info
Sent: Tuesday, February 26, 2019 12:46 PM
To: 'hodce'
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: Permission for Industrial Visit to Ashtech Group

Approved,
Director

From: hodce [mailto:hodce@gnindia.dronacharya.info]
Sent: Tuesday, February 26, 2019 12:38 PM
To: director@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: FW: Permission for Industrial Visit to Ashtech Group

Respected Sir,

Industrial visit of Civil Engineering 2nd and 3rd year students to "ASTECH Group" is scheduled on 28/02/2019 i.e Thursday.

Regards,
HOD (CE)

From: hodce [mailto:hodce@gnindia.dronacharya.info]
Sent: Monday, February 11, 2019 11:59 AM
To: 'ashtechrhc@yahoo.in'
Subject: FW: Permission for Industrial Visit to Ashtech Group

Dear Sir,

- We are passionate to impart practical training of our Civil Engineering students by giving them an industrial exposure of site, which is running in Ghaziabad region. For this visit we propose 15-02-2019 i.e Friday to take our students at site. This date can be varied as per your convenience. So we need your kind permission for the above said. So please acknowledge it.

Regards,
HOD (CE)



A Clean Environment is a Safe Environment.


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201305

info@dronacharya.info

From: hodce <hodce@gnindia.dronacharya.info>
Sent: Tuesday, February 26, 2019 1:50 PM
To: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Requirement for Industrial Visit to Ashtech Group
Attachments: BANNER.pptx; List of Students.xlsx

Respected Sir,

Civil Engineering Department planned an Industrial Visit to Astech Industries Pvt. Ltd., Greater Noida. So kindly provide **Bus facility** for 035 students and **Banner** on date 28/02/2019 i.e Thursday at 10:30AM and students will return back to college campus by 03:00PM.

Also find attached banner and list of students.

Regards,
HOD (CE)

From: director@gnindia.dronacharya.info [mailto:director@gnindia.dronacharya.info]
Sent: Tuesday, February 26, 2019 12:46 PM
To: 'hodce'
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: Permission for Industrial Visit to Ashtech Group

Approved,
Director

From: hodce [mailto:hodce@gnindia.dronacharya.info]
Sent: Tuesday, February 26, 2019 12:38 PM
To: director@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: FW: Permission for Industrial Visit to Ashtech Group

Respected Sir,

Industrial visit of Civil Engineering 2nd and 3rd year students to "ASTECH Group" is scheduled on 28/02/2019 i.e Thursday.

Regards,
HOD (CE)

From: hodce [mailto:hodce@gnindia.dronacharya.info]
Sent: Monday, February 11, 2019 11:59 AM
To: 'ashtechrmc@yahoo.in'
Subject: FW: Permission for Industrial Visit to Ashtech Group


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Dear Sir,

Dronacharya Group of Institutions, Greater Noida
List of Students
Industrial Visit to Astech Industries Pvt. Ltd., Greater Noida

Semester: 4th

Session: 2018-19

S. No	College Roll No.	University Roll No.	Name	Father's Name
1	CE-11389	1623000020	SAKIB SEKH	HASNAIN KHAN
2	CE-12446	1723000003	AKASH	SANJEEV KUMAR
3	CE-12448	1723000005	ASHUTOSH KUMAR	VINESH KUMAR
4	CE-12451	1723000007	DEEPTI MAYI SAHU	MANIBHADRA SAHU
5	CE-12452	1723000008	DEVDAAT	BIJENDRA
6	CE-12453	1723000009	DEVRAJ	AMAR KUMAR
7	CE-12455	1723000010	GOKUL R NAIR	RAJASEKHARAN NAIR M K
8	CE-12456	1723000012	HARSHDEEP SINGH	S HARJEET SINGH
9	CE-12457	1723000014	KARTIK POONIA	DEVENDER SINGH
10	CE-12461	1723000017	PIYUSH CHAUHAN	L N CHAUHAN
11	CE-12463	1723000019	PRAVEEN YADAV	NARESH KUMAR
12	CE-12466	1723000020	RITESH KUMAR SINGH	PAWAN KUMAR SINGH
13	CE-12470	1723000021	SUSHMA SAREEN	SUSHEEL SAREEN
14	DGIGN-18-CE-12851		SHOEB AHMAD	SUHEL AHMAD
15	DGIGN-18-CE-12852		SHIVAM CHAUHAN	RAJESH CHAUHAN
16	DGIGN-18-CE-12853		RAVINDER SINGH	PRAMOD KUMAR
17	CE-11387	1623000019	ROHIT KUMAR MAHTO	VISHWANATH MAHTO


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Dronacharya Group of Institutions, Greater Noida
List of Students
Industrial Visit to Astech Industries Pvt. Ltd., Greater Noida

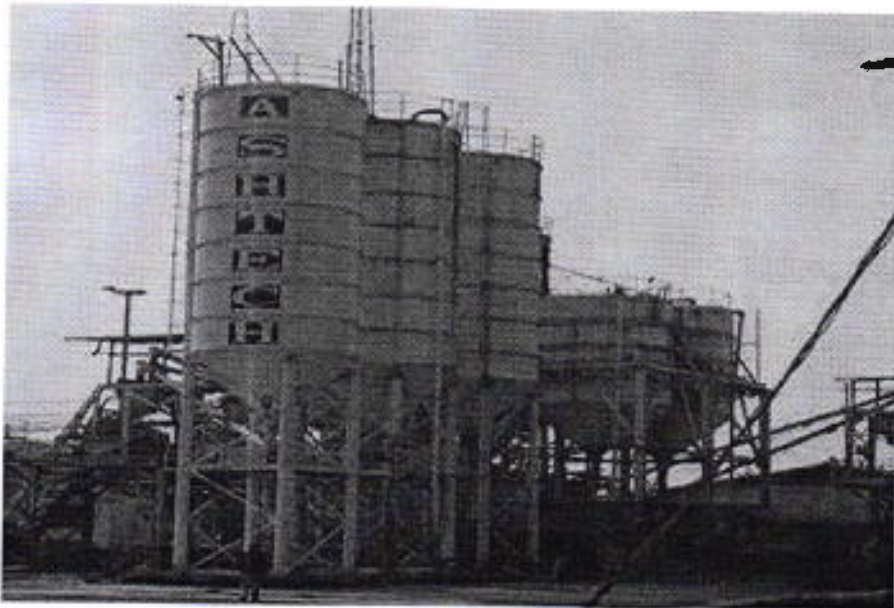
Semester: 6th

Session: 2018-19

S. No	College Roll No.	University Roll No.	Name	Father's Name
1	CE-11372	1623000001	AAKASH KUMAR	RAJ KUMAR
2	CE-11370	1623000002	AJAY KUMAR	GYAN SINGH
3	CE-11367	1623000003	AJIT	TULSIDAS
4	CE-11369	1623000004	ASHISH KUMAR	PRAMOD KUMAR
5	CE-11373	1623000006	DIVYA CHATURVEDI	PRAMOD CHATURVEDI
6	CE-11382	1623000007	ISHANT SINGH	RAM SINGH
7	CE-11396	1623000009	KESHAV RAJ TANWAR	RAM NIWAS SINGH
8	CE-11380	1623000013	MURSHID ZIYA	MD MUSTAFA HASSAN
9	CE-11383	1623000016	PARTH SARTHI	DILIP KUMAR SINGH
10	CE-11384	1623000017	PAVNEET SINGH	SATVINDER SINGH
11	CE-11390	1623000021	SANGHARSH AGRAHARI	HARISHANKAR AGRAHARI
12	CE-11392	1623000022	SAQUEEB ASHRAF	MD ASHRAF
13	CE-11395	1623000024	TARUN TRIPATHI	PREMKANT TRIPATHI
14	CE-11397	1623000025	UJJWAL KUMAR SINGH	SHREE NIWAS SINGH
15	CE-11951	1723000902	Md. Yakuf	MD YUSUF
16	CE-11953	1723000904	SACHIN GUPTA	MULCHAND GUPTA
17	CE-10454	1523000005	AMAN KUMAR MISHRA	MANOJ MISHRA
18	CE-10973	1623000912	RAGHAV CHHABRA	PRAKASH CHAND CHHABRA


Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Industrial Visit to Ashtech Industries Pvt. Ltd.




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: hodece <hodece@gnindia.dronacharya.info>
Sent: Monday, January 28, 2019 12:24 PM
To: registrar@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: FW: Confirmation: Industrial Visit to Huawei on 1st February

Respected Sir

We were in talks with M/S AD Consultants official training partner of Huawei Network Academy for an industrial visit to their facility in Gurgaon. They have confirmed the date 1st February 2019 for the same.

If deemed fit ECE and EEE 2nd and 3rd year students (**total strength 52 students**) may be allowed on this visit.

There is requirement of conveyance for the visit.

Kindly arrange for the same.

Regards

Probeer Sahw

HOD-ECE

From: director@gnindia.dronacharya.info [mailto:director@gnindia.dronacharya.info]
Sent: 26 January, 2019 9:33 AM
To: hodece@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info; 'Administrator'
Subject: RE: Confirmation: Industrial Visit to Huawei on 1st February

Approved,
Director

From: hodece@gnindia.dronacharya.info [mailto:hodece@gnindia.dronacharya.info]
Sent: Friday, January 25, 2019 4:29 PM
To: director@gnindia.dronacharya.info
Subject: Fwd: Confirmation: Industrial Visit to Huawei on 1st February

Respected Sir

We were in talks with M/S AD Consultants official training partner of Huawei Network Academy for an industrial visit to their facility in Gurgaon. They have confirmed the date 1st February 2019 for the same.

If deemed fit ECE and EEE 2nd and 3rd year students (total strength 52 students) may be allowed on this visit.

Approval for this industrial visit is kindly requested.

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Industrial Visit to Huawei Telecommunications Gurgaon





[Handwritten signature]

Director

Directorate Group of Institutions
22, KP-III, Greater Noida-201306.

info@dronacharya.info

From: hodce <hodce@gnindia.dronacharya.info>
Sent: Tuesday, October 23, 2018 4:53 PM
To: registrar@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Bus Facility for Industrial Visit at B. S. Buildtech Pvt. Ltd., greater Noida.
Attachments: List of Students.xlsx

Respected Sir,

Civil Engineering Department planned an Industrial Visit to BS Buildtech Pvt. Ltd., Greater Noida West on 36/10/2018 i.e Friday. So kindly provide bus facility for 036 students. Also find attached list of students.

Regards,
HOD (CE)

From: director@gnindia.dronacharya.info [mailto:director@gnindia.dronacharya.info]
Sent: Tuesday, October 23, 2018 3:16 PM
To: 'hodce'
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: Permission for Industrial Visit at B. S. Buildtech Pvt. Ltd., greater Noida.

Approved.
Director

From: hodce [mailto:hodce@gnindia.dronacharya.info]
Sent: Tuesday, October 23, 2018 2:13 PM
To: director@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Permission for Industrial Visit at B. S. Buildtech Pvt. Ltd., greater Noida.

Respected Sir,

Department of Civil Engineering has planned an Industrial Visit for 2nd and 3rd year students at B. S. Buildtech Pvt. Ltd., Greater Noida West on Friday (26/10/2018).

Regards,
HOD (CE)

From: hodce [mailto:hodce@gnindia.dronacharya.info]
Sent: Tuesday, October 23, 2018 2:02 PM
To: 'ukthakur.bk000@gmail.com'
Cc: director@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Proposal for Industrial Visit of 26/10/2016.

Dear Sir,

We are desirous to impart practical training of our Civil Engineering students, to enhance their practical knowledge. By giving them an exposure of industrial site that is running in our vicinity at Greater Noida West . Hence, we



Director
Dronacharya Group of Institutions
27, Noida West

Dronacharya Group of Institutions, Greater Noida
List of Students
Industrial Visit to BS Buildtech Pvt. Ltd., Greater Noida

Semester: 3rd

Session: 2018-19

S. No	College Roll No.	University Roll No.	Name	Father's Name
1	CE-11389	1623000020	SAKIB SEKH	HASNAIN KHAN
2	CE-12446	1723000003	AKASH	SANJEEV KUMAR
3	CE-12447	1723000004	ASHISH PAUL	POULOSE P D
4	CE-12448	1723000005	ASHUTOSH KUMAR	VINESH KUMAR
5	CE-12451	1723000007	DEEPTI MAYI SAHU	MANIBHADRA SAHU
6	CE-12452	1723000008	DEVDAIT	BIJENDRA
7	CE-12453	1723000009	DEVRAJ	AMAR KUMAR
8	CE-12455	1723000010	GOKUL R NAIR	RAJASEKHARAN NAIR M K
9	CE-12456	1723000012	HARSHDEEP SINGH	S HARJEET SINGH
10	CE-12457	1723000014	KARTIK POONIA	DEVENDER SINGH
11	CE-12461	1723000017	PIYUSH CHAUHAN	LN CHAUHAN
12	CE-12463	1723000019	PRAVEEN YADAV	NARESH KUMAR
13	CE-12466	1723000020	RITESH KUMAR SINGH	PAWAN KUMAR SINGH
14	CE-12470	1723000021	SUSHMA SAREEN	SUSHEEL SAREEN
15	DGIGN-18-CE-12851		SHOEB AHMAD	SUHEL AHMAD
16	DGIGN-18-CE-12852		SHIVAM CHAUHAN	RAJESH CHAUHAN
17	DGIGN-18-CE-12853		RAVINDER SINGH	PRAMOD KUMAR
18	CE-11387	1623000019	ROHIT KUMAR MAHTO	VISHWANATH MAHTO


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201309

Dronacharya Group of Institutions, Greater Noida
List of Students
Industrial Visit to BS Buildtech Pvt. Ltd., Greater Noida

Semester: 5th

Session: 2018-19

S. No	College Roll No.	University Roll No.	Name	Father's Name
1	CE-11372	1623000001	AAKASH KUMAR	RAJ KUMAR
2	CE-11370	1623000002	AJAY KUMAR	GYAN SINGH
3	CE-11367	1623000003	AJIT	TULSIDAS
4	CE-11369	1623000004	ASHISH KUMAR	PRAMOD KUMAR
5	CE-11373	1623000006	DIVYA CHATURVEDI	PRAMOD CHATURVEDI
6	CE-11382	1623000007	ISHANT SINGH	RAM SINGH
7	CE-11396	1623000009	KESHAV RAJ TANWAR	RAM NIWAS SINGH
8	CE-11380	1623000013	MURSHID ZIYA	MD MUSTAFA HASSAN
9	CE-11383	1623000016	PARTH SARTHI	DILIP KUMAR SINGH
10	CE-11384	1623000017	PAVNEET SINGH	SATVINDER SINGH
11	CE-11390	1623000021	SANGHARSH AGRAHARI	HARISHANKAR AGRAHARI
12	CE-11392	1623000022	SAQUEEB ASHRAF	MD ASHRAF
13	CE-11395	1623000024	TARUN TRIPATHI	PREMKANT TRIPATHI
14	CE-11397	1623000025	UJJWAL KUMAR SINGH	SHREE NIWAS SINGH
15	CE-11951	1723000902	Md. Yakuf	MD YUSUF
16	CE-11953	1723000904	SACHIN GUPTA	MULCHAND GUPTA
17	CE-10454	1523000005	AMAN KUMAR MISHRA	MANOJ MISHRA
18	CE-10973	1623000912	RAGHAV CHHABRA	PRAKASH CHAND CHHABRA


Director

Dronacharya Group of Institutions
27, BS-III, Greater Noida-201306

Site Visit to B.S. Buildtech Pvt. Ltd.



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306.



Director

Dronacharya Group of Institutions
27, NR-11, K. J. Somaiya Road, Wada, 20 Oct 2016

info@dronacharya.info

From: hodce <hodce@gnindia.dronacharya.info>
Sent: Monday, August 13, 2018 11:31 AM
To: pankajpundhir055@gmail.com
Cc: director@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Permission for an Industrial Visit of Students.

Dear Sir,

We are desirous to impart practical training of our Civil Engineering students, to enhance their practical knowledge. By giving them an exposure of working of Sewage Treatment Plant that is built up in our vicinity at Ghaziabad . Hence, we propose the visit on date 17-08-2018 i.e on Friday to take our students for this visit. This date can be varied as per your convenience. So we need your kind permission for the above said. So please acknowledge it.

Thanks & regards,

Mr. Pravendra Yadav

Assistant Professor & Head

Department of Civil Engineering,

Dronacharya Group of Institutions,

27, Knowledge Park III – Greater Noida – 201 306 (U.P)

0120- 2322022(O) 216 (Extn) , 8077663016

DRONACHARYA



Group of Institutions



A Clean Environment is a Safe Environment.

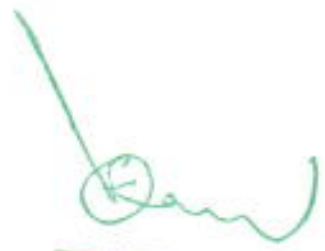
Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Dronacharya Group of Institutions, Greater Noida
List of Students
Industrial Visit to Sewage Treatment Plant, Ghaziabad

Semester: 7th/5th

Session: 2018-19


S. No	College Roll No.	University Roll No.	Name	Father's Name
1	CE-10451	1523000003	AKASH VERMA	PRADEEP KUMAR VERMA
2	CE-10452	1523000004	ALOK KUMAR	KUSHESWAR PRASAD GUPTA
3	CE-10458	1523000007	ANU UPADHYAY	RAJKUMAR
4	CE-10465	1523000011	DEEPESH SARKAR	DILIP KUMAR SARKAR
5	CE-10467	1523000012	DHARMENDRA YADAV	RAM KUMAR YADAV
6	CE-10470	1523000014	INDRAJEET	UMESH RAI
7	CE-10478	1523000018	KESHAV YADAV	SATENDAR SINGH
8	CE-10490	1523000022	MD. MORBUL HOSSAIN	MD. IKBAL HOSSAIN
9	CE-10491	1523000023	MD. REHAN ALAM	ABDUR RAB NASTER
10	CE-10483	1523000027	MOHD. ALI	MOHD RAZA
11	CE-10518	1523000030	NABENDRA KUMAR YADAV	RAM NIWAS YADAV
12	CE-10495	1523000031	NAVEEN CHATURVEDI	RAMESHWAR CHATURVEDI
13	CE-10496	1523000032	NAVREEN TEHLAN	SURESH KUMAR
14	CE-10497	1523000033	PANKAJ JANGID	MADAN LAL JANGID
15	CE-10504	1523000038	ROHIT KUMAR JHA	ANIL KUMAR JHA
16	CE-10505	1523000039	ROHIT PAL	SOHANPAL SINGH
17	CE-10507	1523000041	SANDEEP KUMAR	SHAMBHU SAI
18	CE-10509	1523000042	SANDIPAN SAMANTA	S SAMANTA
19	CE-10512	1523000044	SIMARPREET SINGH GANDHI	GURPREET SINGH GANDHI
20	CE-10513	1523000045	SIMRAN SALUJA	SARABJEET SINGH
21	CE-10516	1523000046	SUDHAKAR	GANESH KUMAR JHA
22	CE-10515	1523000047	SUHAIL AHMAD BHAT	ABDUL AHAD DHAT
23	CE-10517	1523000048	UMAR SADIQ LONE	MOHAMMAD SADIQ LONE
24	CE-11372	1623000001	AAKASH KUMAR	RAJ KUMAR
25	CE-11370	1623000002	AJAY KUMAR	GYAN SINGH
26	CE-11367	1623000003	AJIT	TULSIDAS



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

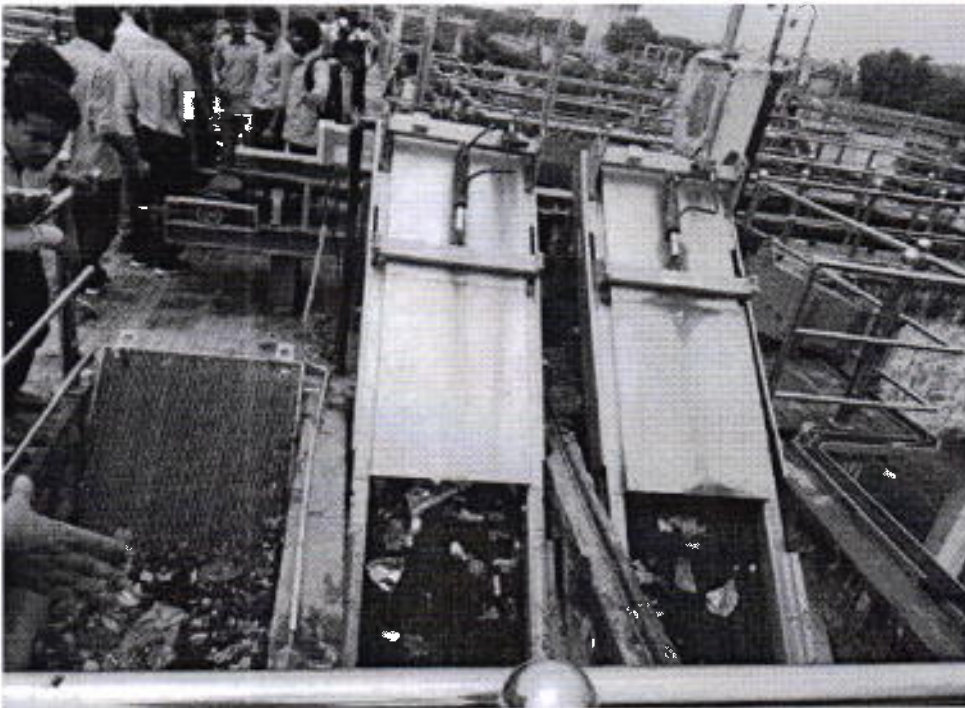
27	CE-11369	1623000004	ASHISH KUMAR	PRAMOD KUMAR
28	CE-11373	1623000006	DIVYA CHATURVEDI	PRAMOD CHATURVEDI
29	CE-11382	1623000007	ISHANT SINGH	RAM SINGH
30	CE-11396	1623000009	KESHAV RAJ TANWAR	RAM NIWAS SINGH
31	CE-11380	1623000013	MURSHID ZIYA	MD MUSTAFA HASSAN
32	CE-11383	1623000016	PARTI SARTHI	DILIP KUMAR SINGH
33	CE-11384	1623000017	PAVNEET SINGH	SATVINDER SINGH
34	CE-11390	1623000021	SANGHARSH AGRAHARI	HARISHANKAR AGRAHARI
35	CE-11392	1623000022	SAQUEEB ASHRAF	MD ASHRAF
36	CE-11395	1623000024	TARUN TRIPATHI	PREMKANT TRIPATHI
37	CE-11397	1623000025	UJJWAL KUMAR SINGH	SHREE NIWAS SINGH
38	CE-11951	1723000902	Md. Yakuf	MD YUSUF
39	CE-11953	1723000904	SACHIN GUPTA	MULCHAND GUPTA
40	CE-10454	1523000005	AMAN KUMAR MISHRA	MANOJ MISHRA

HOD (CE)


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Visit to Sewage Treatment Plant, Govindpuram (Ghaziabad)






Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

info@dronacharya.info

From: director@gnindia.dronacharya.info
Sent: Wednesday, August 09, 2017 8:35 AM
To: hodcse@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: To conduct Industrial visit to Centre for e-Governance (CeG)

Permitted, subjected to availability of Transport etc.

Director

From: hodcse@gnindia.dronacharya.info [mailto:hodcse@gnindia.dronacharya.info]
Sent: Tuesday, August 8, 2017 5:58 PM
To: director@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: To conduct Industrial visit to Centre for e-Governance (CeG)

Respected Sir,

I seek your permission to conduct **Industrial visit to Centre for e-Governance (CeG), Department of Electronics and IT (DeitY)** located at **First floor, Electronics Niketan 6 CGO Complex, Lodi Road, New Delhi** on 18th August 2017(as suggested by **Mr. Sunil Kumar**, Project Manager, CeG) for III Sem of CSE STUDENTS.

We would like to conduct this visit for 50 students , the selection criteria is given as below.

1. Academic performance as per the first year result.
2. Attendance performance in the 3rd Sem.

Thanking you in anticipation.

Regards,
HOD-CSE


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



Centre for e-Governance
 (A Showcasing Platform for Best Practices in e-Governance)
 Ministry of Electronics and Information Technology (MeitY)
 Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi - 110003
 Tele: (011) 24363751/ 24301186/ 24301196,
 Email: ceg@meitv.gov.in Website: <http://ceg.meitv.gov.in/>

Requisition Form to visit Centre for e-Governance (CeG)

A.	Visitor Category:	Academic Institute <i>(Govt./Semi-Govt. Organization / Individual / Academic Institute / Private Organization/ Student)</i>			
B.	Intended Date of Visit:	18 th August 2017			
C.	Time of Visit:	9:00 AM to 1 PM			
D.	If visiting in Group, please indicate name of accompanying Officer/Faculty and the Institute				
S. No.	Name of Visitor	Name of Organization / Institute with Address (If visiting as an individual, please give residential address)	Designation / Course (semester)	Email	Contact Number (if any)
FACULTY MEMBER					
1	Ms. Monu Singh	DGI, Greater Noida	Asst. Prof.	Monu.singh@gnindia.dronacharya.info	9167307337
2	Mr. Sunil Narula	DGI, Greater Noida	Asst. Prof.	Sunil.narula@gnindia.dronacharya.info	9971109929
STUDENT					
1	ABHISHEK BHATI	DGI, Greater Noida	B.Tech.-CSE/III	abhishek.11006@gnindia.dronacharya.info	9910183389
2	AJAY PRATAP SINGH	DGI, Greater Noida	B.Tech.-CSE/III	ajay.11001@gnindia.dronacharya.info	9540702532
3	AJU S KUMAR	DGI, Greater Noida	B.Tech.-CSE/III	aju.11002@gnindia.dronacharya.info	9582455437
4	AMEER HAMZA	DGI, Greater Noida	B.Tech.-CSE/III	ameer.11004@gnindia.dronacharya.info	8586820763
5	ANISH CHOUDHARY	DGI, Greater Noida	B.Tech.-CSE/III	anish.11005@gnindia.dronacharya.info	9968503626
6	ANKUR KUMAR GAUR	DGI, Greater Noida	B.Tech.-CSE/III	ankur.11007@gnindia.dronacharya.info	9648286162
	ANSHUL KUSHWAHA	DGI, Greater Noida	B.Tech.-CSE/III	anshul.11008@gnindia.dronacharya.info	9889649920
	CHARU KUMAR JATHANI	DGI, Greater Noida	B.Tech.-CSE/III	charu.11017@gnindia.dronacharya.info	9810842296



Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida, 201306



Centre for e-Governance

(A Showcasing Platform for Best Practices in e-Governance)

Ministry of Electronics and Information Technology (MeitY)

Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi – 110003

Tele: (011) 24363751/ 24301186/ 24301196,

Email: cgg@meity.gov.in Website: <http://cgg.meity.gov.in/>

9	CHETAN SHARMA	DGI, Greater Noida	B.Tech.- CSE/III	chetan.11018@gnindia.dronacharya.info	7011014319
10	DRAVID NAGI	DGI, Greater Noida	B.Tech.- CSE/III	dravid.11023@gnindia.dronacharya.info	9953909652
11	GURLEEN KAUR GAUBHRI	DGI, Greater Noida	B.Tech.- CSE/III	gurleen.11025@gnindia.dronacharya.info	9871400805
12	GURPREET SINGH	DGI, Greater Noida	B.Tech.- CSE/III	Gurpreet.11027@gnindia.dronacharya.info	9818862765
13	JAGRATI DARMAL	DGI, Greater Noida	B.Tech.- CSE/III	jagrati.11029@gnindia.dronacharya.info	8376029166
14	JASHANDEEP KAUR	DGI, Greater Noida	B.Tech.- CSE/III	jashandeep.11030@gnindia.dronacharya.info	9910061735
15	JASPREET SINGH	DGI, Greater Noida	B.Tech.- CSE/III	jaspreet.11031@gnindia.dronacharya.info	8750161700
16	KALPANA UPADHYAY	DGI, Greater Noida	B.Tech.- CSE/III	kalpana.11038@gnindia.dronacharya.info	8447746852
17	GOLDY SINGH	DGI, Greater Noida	B.Tech.- CSE/III	goldy.11024@gnindia.dronacharya.info	8318909785
18	MEENAKSHI DOGRA	DGI, Greater Noida	B.Tech.- CSE/III	meenakshi.11047@gnindia.dronacharya.info	8587805434
19	NIKHIL SINGH	DGI, Greater Noida	B.Tech.- CSE/III	nikhil.11051@gnindia.dronacharya.info	8130047820
20	NIPUN R NAVADIA	DGI, Greater Noida	B.Tech.- CSE/III	nipun.11052@gnindia.dronacharya.info	9999336819
21	NISHA	DGI, Greater Noida	B.Tech.- CSE/III	nisha.11053@gnindia.dronacharya.info	7065317631
22	PRIYANSHU TOMAR	DGI, Greater Noida	B.Tech.- CSE/III	privanshu.11064@gnindia.dronacharya.info	8938082927
23	AJAY PRATAP SINGH	DGI, Greater Noida	B.Tech.- CSE/III	ajay.11001@gnindia.dronacharya.info	9540702532
24	ANKUR KUMAR GAUR	DGI, Greater Noida	B.Tech.- CSE/III	ankur.11007@gnindia.dronacharya.info	9648286162
25	KANHAIYA KURMI	DGI, Greater Noida	B.Tech.- CSE/III	kanhaiya.11035@gnindia.dronacharya.info	9990386249
26	NITIN JADON	DGI, Greater Noida	B.Tech.- CSE/III	nitin.11055@gnindia.dronacharya.info	9899270322
27	PIYUSH CHOUDHARY	DGI, Greater Noida	B.Tech.- CSE/III	piyush.11060@gnindia.dronacharya.info	9871639742
28	BEKA ANJAN	DGI, Greater Noida	B.Tech.- CSE/III	priya.11063@gnindia.dronacharya.info	7870209909
29	RATI KUMARI JHA	DGI, Greater Noida	B.Tech.- CSE/III	rati.11075@gnindia.dronacharya.info	8370847011
30	UJWAL KUMAR	DGI, Greater Noida	B.Tech.-	ujwal.11097@gnindia	9810700431



Director
of Institutions
Greater Noida-201306



Centre for e-Governance

(A Showcasing Platform for Best Practices in e-Governance)

Ministry of Electronics and Information Technology (MeitY)

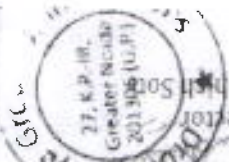
Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi - 110003

Tele: (011) 24363751/24301186/24301196,

Email: ceg@meitv.gov.in Website: <http://ceg.meitv.gov.in/>

31	SHIVAM YADAV	DGI, Greater Noida	B.Tech.- CSE/III	shivam.11081@gnindia.dronacharya.info	9810789444
32	SHWETA PATHAK	DGI, Greater Noida	B.Tech.- CSE/III	shweta.11082@gnindia.dronacharya.info	9891831727
33	TANISH SAXENA	DGI, Greater Noida	B.Tech.- CSE/III	tanisha.11093@gnindia.dronacharya.info	9599212640
34	UJJWAL KUMAR	DGI, Greater Noida	B.Tech.- CSE/III	ujjwal.11096@gnindia.dronacharya.info	8409041651
35	VAIBHAV TOMAR	DGI, Greater Noida	B.Tech.- CSE/III	vaibhav.11098@gnindia.dronacharya.info	7532950890
36	SNEHA	DGI, Greater Noida	B.Tech.- CSE/III	sneha.11901@gnindia.dronacharya.info	9999643133
37	SIDDHANT PRAKASH	DGI, Greater Noida	B.Tech.- CSE/III	siddhant.11084@gnindia.dronacharya.info	85888808936
38	VIJAY SHANKAR	DGI, Greater Noida	B.Tech.- CSE/III	vijay.11100@gnindia.dronacharya.info	8510063439
39	UJJWAL KUMAR	DGI, Greater Noida	B.Tech.- CSE/III	ujjwal.11114@gnindia.dronacharya.info	9540531436
40	SANJAY BHANDARI	DGI, Greater Noida	B.Tech.- CSE/III	sanjay.11588@gnindia.dronacharya.info	9910658759
41	ANNU BANSAL	DGI, Greater Noida	B.Tech.- IT/III	annu.11107@gnindia.dronacharya.info	9716866541
42	SHUBHAM KUMAR	DGI, Greater Noida	B.Tech.- CSE/III	shubham.11600@gnindia.dronacharya.info	9582967141
43	SUBHANKAR DAS	DGI, Greater Noida	B.Tech.- CSE/III	subhankar.11113@gnindia.dronacharya.info	9871564287
44	JAYA KANDPAL	DGI, Greater Noida	B.Tech.- IT/III	jaya.11109@gnindia.dronacharya.info	8860854063
45	KUMARI USHA	DGI, Greater Noida	B.Tech.- CSE/III	usha.11604@gnindia.dronacharya.info	9582405917
46	RISHIKA RAZDAN	DGI, Greater Noida	B.Tech.- CSE/III	rishika.11063@gnindia.dronacharya.info	9650464129
47	SHUBHAM MISHRA	DGI, Greater Noida	B.Tech.- IT/III	shubham.11112@gnindia.dronacharya.info	9470201677
48	LUV SAINI	DGI, Greater Noida	B.Tech.- CSE/III	luv.11577@gnindia.dronacharya.info	9643910948
49	RAJESH JHA	DGI, Greater Noida	B.Tech.- CSE/III	rajesh.11586@gnindia.dronacharya.info	9717902586
50	LAKSHAY KALRA	DGI, Greater Noida	B.Tech.- IT/III	lakshya.11110@gnindia.dronacharya.info	

Director
Electronics and Information Technology
Greater Noida-201306
Prof. Asst. Director
Electronics and Information Technology
Greater Noida-201306



Dr. Abhishek Swami

From: SSV RUBBER [mailto:info@ssvrubber.com]
Sent: Tuesday, September 19, 2017 11:48 PM
To: hodaps@gnindia.dronacharya.info
Subject: Re:confirmation for your group visit to our manufacturing unit

Dear Sir

We first of all appreciate your initiative to provide technical knowledge along with practical exposure to the future engineers.

We would definitely help your esteemed organisation in providing practical exposure to your students.

We confirm this coming Saturday 23rd September 2017 for visit of your students at our factory.

Hope the date suits your programme.
Kindly confirm so that adequate arrangement could be made.

With regards

For SSV Rubber Private Limited
B. K SHARMA
Plant Head

----- On Fri, 15 Sep 2017 10:52:35 +0530
hodaps@gnindia.dronacharya.info wrote -----

Dear Sir,

Greetings from Dronacharya Group of Institutions, Greater Noida.

Dronacharya Group of Institutions, affiliated to Dr. Abdul Kalam Technical University (AKTU), is one of the prime engineering institutions of India. The mission of the Institute is to serve the society and impart high quality education to students in the field of Engineering, Management & Information Technology. To achieve this, the Institute endeavours to provide suitable



Director
Dronacharya Group of Institutions
77, Sector-11, Greater Noida-201305

and adequate platforms to students for gainful exposure in terms of meaningful industrial visits.

We plan to send a batch of about 60 students to your esteemed organization for familiarization and exposure towards the nuances of engineering & technology. We request you to kindly grant permission for this industrial visit which shall greatly enhance the students knowledge and vision of system operation. The dates convenient to you may be forwarded for our planning purposes.

We shall be grateful for the consent accorded,

Thanking you and regards,

Dr. Abhishek Swami

Head of the Department

Dronacharya Group of Institutions,


#27, Knowledge Park - III,

Greater Noida - 201308, U.P.

Phone No.: 0120-2322022, Ext: 218

Mobile No.: +91-9899932076


Website: www.dronacharya.info


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

VISIT to Centre for e-Governance






Director
Board of Technical Education
27, 8/11/2018

info@dronacharya.info

From: SSV RUBBER <info@ssvrubber.com>
Sent: Wednesday, September 20, 2017 1:17 PM
To: hodaps@gnindia.dronacharya.info
Subject: Re:RE: confirmation for your group visit to our manufacturing unit

Dear sir

As per your request we confirm your your students visit at our factory on 29th sep 2017.

Kindly intimate us the tentative timing of your arrival.

Regards

B.K.SHARMA

Plant Head

SSV Rubber Private limited

(Solar Division)

----- On Wed, 20 Sep 2017 12:30:40 +0530 **hodaps@gnindia.dronacharya.info** wrote

Dear Sir,

Thank you very much for reply.

This is our request to you that we would like to organize a visit at your plant on 29 September 2017.
Kindly provide your confirmation in this regard.

We shall be grateful for the consent accorded.

Thanking you and regards,


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: hodaps@gnindia.dronacharya.info
Sent: Wednesday, September 20, 2017 12:31 PM
To: 'SSV RUBBER'
Cc: hodaps@gnindia.dronacharya.info
Subject: RE: confirmation for your group visit to our manufacturing unit

Dear Sir,

Thank you very much for reply.

This is our request to you that we would like to organize a visit at your plant on 29 September 2017. Kindly provide your confirmation in this regard.

We shall be grateful for the consent accorded.

Thanking you and regards,

Dr. Abhishek Swami

From: SSV RUBBER [mailto:info@ssvrubber.com]
Sent: Tuesday, September 19, 2017 11:48 PM
To: hodaps@gnindia.dronacharya.info
Subject: Re:confirmation for your group visit to our manufacturing unit

Dear Sir

We first of all appreciate your initiative to provide technical knowledge along with practical exposure to the future engineers.

We would definitely help your esteem organisation in providing practical exposure to your students.

We confirm this coming Saturday 23rd September 2017 for visit of your students at our factory.

Hope the date suits your programme.


Kindly confirm so that adequate arrangement could be made.

With regards

For SSV Rubber Private Limited
B. K SHARMA
Plant Head

----- On Fri, 15 Sep 2017 10:52:35 +0530 hodaps@gnindia.dronacharya.info wrote --

--


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

Dear Sir,

Greetings from Dronacharya Group of Institutions, Greater Noida.

Dronacharya Group of Institutions, affiliated to **Dr. Abdul Kalam Technical University (AKTU)**, is one of the prime engineering institutions of India. The mission of the Institute is to serve the society and impart high quality education to students in the field of Engineering, Management & Information Technology. To achieve this, the Institute endeavours to provide suitable and adequate platforms to students for gainful exposure in terms of meaningful industrial visits.

We plan to send a batch of about 60 students to your esteemed organization for familiarization and exposure towards the nuances of engineering & technology. We request you to kindly grant permission for this industrial visit which shall greatly enhance the students knowledge and vision of system operation. The dates convenient to you may be forwarded for our planning purposes.

We shall be grateful for the consent accorded.

Thanking you and regards,

Dr. Abhishek Swami

Head of the Department

Dronacharya Group of Institutions,

#27, Knowledge Park - III,

Greater Noida - 201308, U.P.

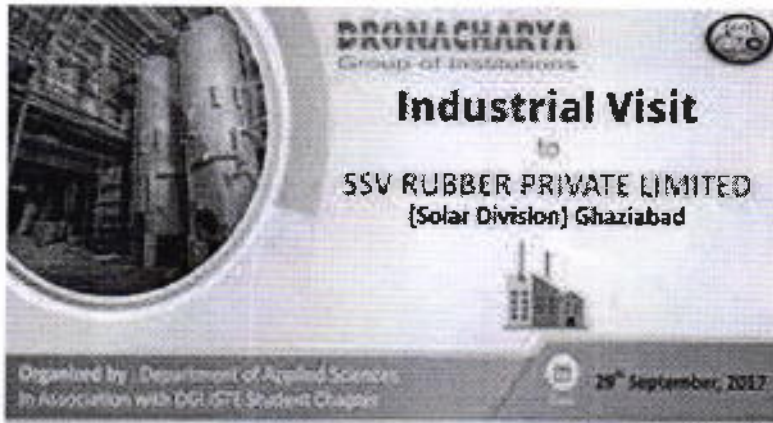
Phone No.: 0120-2322022, Ext: 218


Mobile No.: +91-9899932076

Website: www.dronacharya.info


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

**Industrial Visit to
SSV Rubber Private Limited (Solar Division), Ghaziabad**




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: yogita.shukla@ggnindia.dronacharya.info
Sent: Wednesday, September 20, 2017 1:28 PM
To: Vikram.jasrotia@hexagon.com; vasudeva.rao@hexagon.com
Cc: vn.mishra@gnindia.dronacharya.info
Subject: Regarding Half day visit of Students at Hexagon

Dear Vikram,

It was extremely nice talking to you on Monday when we met. Based on the discussions we had a group of 24 students from Civil Engineering Branch of Dronacharya Engineering Institute, Greater Noida will be visiting Hexagon office to learn about different Surveying, Remote Sensing and GIS Products of Hexagon on Friday 22 September 2017 at 11 am.

As discussed with you the batch will be divided into two groups of 12 students each where each group will alternatively visit Leica Geosystems and Intergraph premises.

Vasudeva Rao from Intergraph will be taking the session for Integraph products.

Two Faculty Mr Suhas Banerjee and Mr Avineesh Kumar will be there with the students.

One again my heartfelt thanks to you for organising this visit at Hexagon Premises. Look forward to such support and encouragement always.

Kind Regards
Yogita

Yogita Shukla, PhD
Professor and Expert Faculty - Remote Sensing,
Dronacharya College of Engineering, Gurgaon



Virus-free. www.avast.com


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida 201306

info@dronacharya.info

From: director@gnindia.dronacharya.info
Sent: Wednesday, September 20, 2017 2:39 PM
To: 'vn mishra'
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info
Subject: RE: Regarding Half day visit of Students at Hexagon

Approved:
Director

From: vn mishra [mailto:vn.mishra@gnindia.dronacharya.info]
Sent: Wednesday, September 20, 2017 2:15 PM
To: director@gnindia.dronacharya.info
Cc: registrar@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info
Subject: Fwd: Regarding Half day visit of Students at Hexagon

Respected sir

Based on discussion with Dr Yogita Shukla, An industrial visit to Hexagon Geospatial Industry will be held on 22nd sep 2017. Kindly provide your approval.

Thanks and Regards

Vibhooti Narayan Mishra


Civil Engineering Department

----- Original Message -----

From: yogita.shukla@ggnindia.dronacharya.info
To: "Vikram.jasrotia@hexagon.com" <Vikram.jasrotia@hexagon.com>, "vasudeva.rao@hexagon.com" <vasudeva.rao@hexagon.com>
Cc: "vn.mishra@gnindia.dronacharya.info" <vn.mishra@gnindia.dronacharya.info>
Date: September 20, 2017 at 3:57 AM
Subject: Regarding Half day visit of Students at Hexagon

Dear Vikram,

It was extremely nice talking to you on Monday when we met. Based on the discussions we had a group of 24 students from Civil Engineering Branch of Dronacharya Engineering Institute, Greater Noida will be visiting Hexagon office to learn about different Surveying, Remote Sensing and GIS Products of Hexagon on Friday 22 September 2017 at 11 am.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

As discussed with you the batch will be divided into two groups of 12 students each where each group will alternatively visit Leica Geosystems and Intergraph premises.

Vasudeva Rao from Intergraph will be taking the session for Integraph products.

Two Faculty Mr Suhas Banerjee and Mr Avineesh Kumar will be there with the students.

One again my heartfelt thanks to you for organising this visit at Hexagon Premises. Look forward to such support and encouragement always.

Kind Regards

Yogita

Yogita Shukla, PhD

Professor and Expert Faculty - Remote Sensing,
Dronacharya College of Engineering, Gurgaon



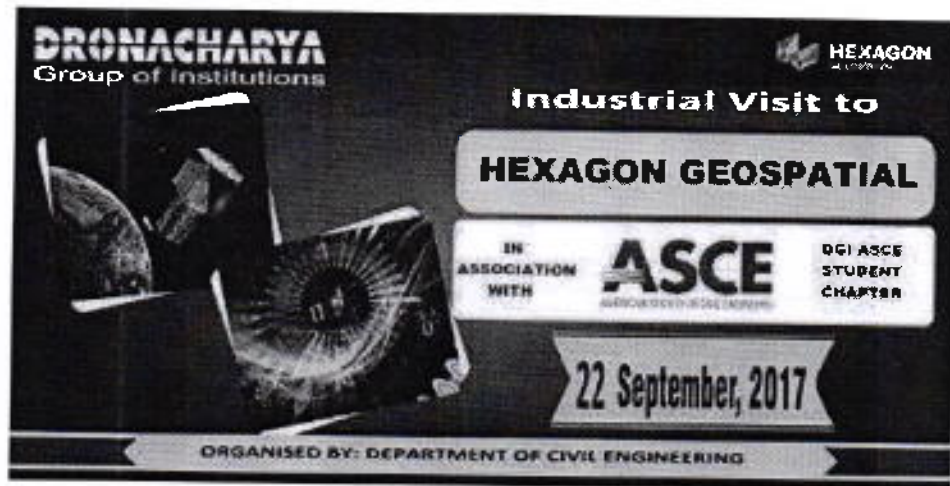
Virus-free. www.avast.com




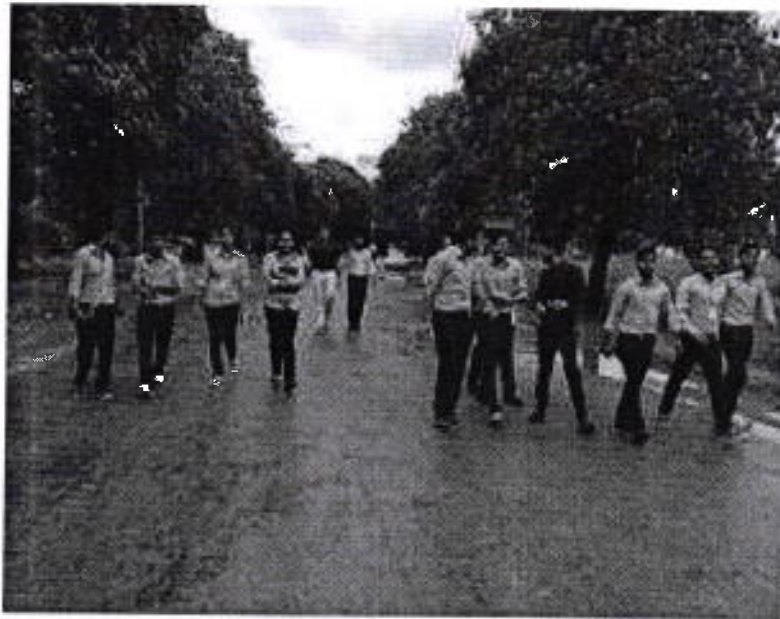
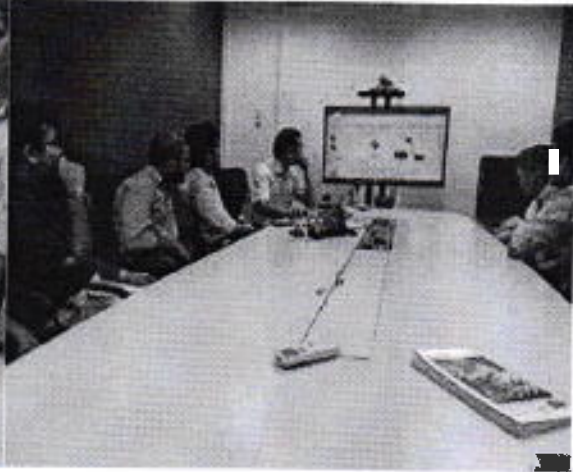
Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

**Industrial visit to
HEXAGON GEOSPATIAL (Intergraph SG&I India Pvt. Ltd.)**




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: director@gnindia.dronacharya.info
Sent: Thursday, March 30, 2017 3:06 PM
To: hodme@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: Students Visit to BOSCH

Approved for the visit on 5th April 2017.

From: hodme@gnindia.dronacharya.info [mailto:hodme@gnindia.dronacharya.info]
Sent: Thursday, March 30, 2017 2:37 PM
To: director@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: FW: Students Visit to BOSCH

Sir,

As discussed with your good self, it seems there are some events scheduled in our campus on the proposed dates of the visit to BOSCH. I have contacted BOSCH and requested them to allow us for the visit on **5th April 2017**.

The visit would be under the aegis of ISTE student chapter and only for ISTE student members of II semester Mechanical branch.

From: director@gnindia.dronacharya.info [mailto:director@gnindia.dronacharya.info]
Sent: 29 March, 2017 5:35 PM
To: hodme@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: Students Visit to BOSCH

Kindly Discuss.

From: hodme@gnindia.dronacharya.info [mailto:hodme@gnindia.dronacharya.info]
Sent: Wednesday, March 29, 2017 11:19 AM
To: director@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Students Visit to BOSCH

Sir,

We would like to take our **ISTE student members of II semester Mechanical Engineering branch** for visit to **BOSCH training center, Delhi** on 7th or 8th April 2017.

Kindly grant us the permission for the visit.

With Regards,

DV Bhise
Head of the Department,


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Mechanical Engineering,
Dronacharya Group of Institutions,
27, Knowledge Park-III,
Greater Noida.
0120-2322022

DRONACHARYA



Group of Institutions

Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

DRONACHARYA GROUP OF INSTITUTIONS, GREATER NOIDA
ISTE MEMBERS OF APS DEPARTMENT: VISIT TO BOSCH, NEW DELHI
ATTENDANCE (5-4-2017)
05-Apr-17

S. No.	College Roll No.	University Roll No.	Student Name	Remark
ME				
1	DGIGN-16-ME-11264	1623040004	ADARSH KUMAR	P
2	DGIGN-16-ME-11265	1623040005	ADITYA KUMAR JHA	P
3	DGIGN-16-ME-11266	1623040001	AAYUSH BHARDWAJ	P
4	DGIGN-16-ME-11271	1623040011	ASHISH KUMAR VERMA	P
5	DGIGN-16-ME-11273	1623040013	AVINASH RANJAN	P
6	DGIGN-16-ME-11277	1623040016	BISHAL KUMAR SHAHANI	P
7	DGIGN-16-ME-11280	1623040018	DEEPAK YADAV	P
8	DGIGN-16-ME-11281	1623040019	DEVESH PRATAP SINGH	P
9	DGIGN-16-ME-11283	1623040025	KAPIL SINGH PUNDIR	P
10	DGIGN-16-ME-11284	1623040026	KISHAN	P
11	DGIGN-16-ME-11287	1623040031	NIPU PATEL	P
12	DGIGN-16-ME-11289	1623040034	RATNESH KUMAR	P
13	DGIGN-16-ME-11299	1623040039	SIDDHARTH SAHOO	P
14	DGIGN-16-ME-11302	1623040042	VIVEK SHARMA	P
15	DGIGN-16-ME-11306	1623040023	HIRDAYA NARAYAN PRASAD	P
16	DGIGN-16-ME-11308	1623040033	PREM RANJAN	P
ECE				
1	DGIGN-16-ECE-11173	1623031005	MUSKAN KHEMKA	P
2	DGIGN-16-ECE-11180	1623031011	VANDANA	P
EEE				
1	DGIGN-16-EEE-11478	1623021008	NIKHIL KUMAR	P


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

Industrial Visit to
Bosch Training Center, New Delhi

DRONACHARYA
Group of Institutions

INDUSTRIAL VISIT
TO

 **BOSCH**
TRAINING CENTER, DELHI

5th April, 2017

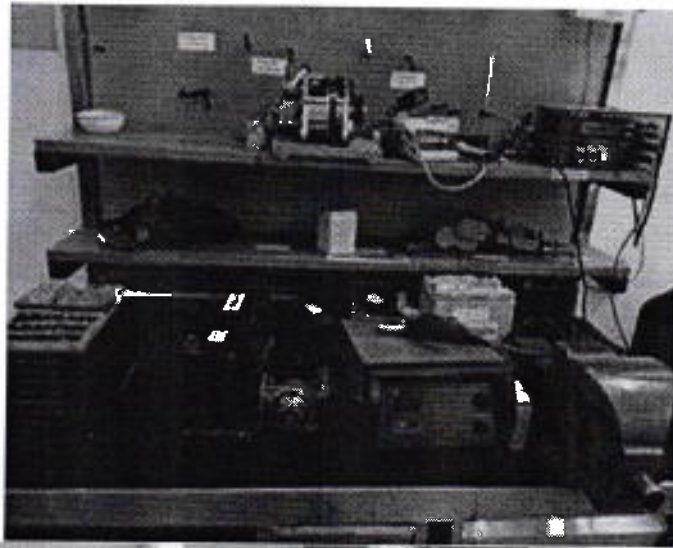
 **DCI STUDENT CHAPTER**

 **SAEINDIA**
Society of Automotive Engineers (SAE) INDIA

DCI SAEINDIA COLLEGIATE CLUB




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

info@dronacharya.info

From: director@gnindia.dronacharya.info
Sent: Friday, April 21, 2017 5:59 PM
To: openhouseiitd2017@gmail.com
Subject: Visit to IIT Delhi Open House 2017 on Saturday, 22nd Apr 2017
Attachments: Visit to Open House 2017 IIT Delhi.pdf; Student List for Open House 2017.xlsx

Dear Sir,

Kindly find as attached the request for visiting **Open House 2017 IIT, Delhi, on Saturday, 22nd Apr 2017 at 09:00 a.m.** and the list of the students for your perusal and ready reference.

Regards,

Prof. (Dr.) S.K. Bagga
Director
Dronacharya Group of Institutions,
#27, Knowledge Park- III, Greater Noida-201308, U.P.
Phone No: 0120-2322022
Mobile No.: +91-9910380102
Website: www.gnindia.dronacharya.info




From: Open House [mailto:openhouseiitd2017@gmail.com]
Sent: Sunday, April 16, 2017 11:01 AM
To: undisclosed-recipients:
Subject: Invitation to IIT Delhi Open House 2017 on Saturday, 22nd Apr 2017

Dear Madam/Sir,

Indian Institute of Technology Delhi organizes an **Open House** in April of each year, where it opens its laboratories and facilities to the general public. This year the Open House will be held on **Saturday, 22nd April 2017.**

Open House 2017 will showcase, demonstrate and celebrate some of the latest research, novel and innovative student projects and also exhibit some of the most sophisticated S&T facilities available in IIT Delhi. Seminars & popular lectures by distinguished researchers of IIT Delhi and industry-academia interaction sessions organized by several of IIT Delhi's academic units will also be featured. A number of new and unique events will also take place which is sure to appeal to different visitors. The Open House 2017 presents a fascinating opportunity for the IITD community to interact with inquisitive students and teachers from neighboring schools and colleges and delegates from other technical/research institutes and industries.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

On behalf of IIT Delhi, it is our pleasure and privilege to cordially extend a warm welcome to you, your staff and students to explore, experience and enjoy our **Open House on 22nd April 2017 starting at 9.00 am.**


In an attempt to cater to as many institutions as possible, **we are restricting the number of visitors per institution to 25.** To help with our planning, we would also like to estimate the attendance, so, if your institution intends to visit, please register on our web page <http://openhouse.iitd.ac.in/> which also has details about the events on that day.

Please feel free to reach out to us at openhouseiitd2017@gmail.com in case of any query or visit our help-desk section on our website.

With regards
Team Open House

(Open-House 2017)

Indian Institute of Technology Delhi


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



DRONACHARYA
Group of Institutions
Approved by : All India Council for Technical Education
Affiliated to : Uttar Pradesh Technical University, Lucknow

Ref.:DGIGN/17/15
Date: 21/04/2017

To
Team Open House
(Open-House 2017)
Indian Institute of Technology Delhi

Subject: **Visit to IIT Delhi Open House 2017 on Saturday, 22nd Apr 2017.**

Dear Madam/Sir,

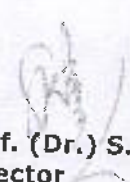
Thank you very much for inviting us to visit to IIT Delhi Open House 2017 on Saturday, 22nd Apr 2017.


Kindly find as attached the list of 31 students along with 2 faculty members namely:

- 1) Dr. Gurpreet Kaur - Assistant Professor
- 2) Mr. Dinesh Kumar - Assistant Professor

will be visiting IIT Delhi Open House 2017 on Saturday, 22nd Apr 2017 at 09:00 a.m.

Thanking you,


Prof. (Dr.) S.K. Bagga
Director
Dronacharya Group of Institutions,
#27, Knowledge Park- III, Greater Noida-201308, U.P.
Phone No: 0120-2322022
Mobile No.: +91-9910380102
Website: www.gnindia.dronacharya.info


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201308

**DRONACHARYA GROUP OF INSTITUTIONS
GREATER NOIDA**

Open house (IIT Delhi) Date: Saturday, 22nd April 2017

Sr. No.	College Roll No.	Name
1	DGIGN-16-CE-11384	PAVNEET SINGH
2	DGIGN-16-CE-11395	TARUN TRIPATHI
3	DGIGN-16-CE-11396	KESHAV RAJ TANWAR
4	DGIGN-16-CE-11369	ASHISH KUMAR
5	DGIGN-16-CSE-11063	PRIYA RANJAN
6	DGIGN-16-CSE-11031	JASPREET SINGH
7	DGIGN-16-CSE-11073	RATI KUMARI JHA
8	DGIGN-16-CSE-11002	AJU S KUMAR
9	DGIGN-16-CSE-11046	MANISH SHARMA
10	DGIGN-16-CSE-11047	MEENAKSHI DOGRA
11	DGIGN-16-CSIT-11604	KUMARI USHA
12	DGIGN-16-CSIT-11588	SANJAY BHANDARI
13	DGIGN-16-CSIT-11571	ADAMYA SINGH
14	DGIGN-16-CSIT-11574	AVINASH MISHRA
15	DGIGN-16-CSIT-11600	SHUBHAM KUMAR
16	DGIGN-16-ECE-11170	KISHOR KUMAR
17	DGIGN-16-ECE-11173	MUSKAN KHEMKA
18	DGIGN-16-ECE-11180	VANDANA
19	DGIGN-16-EEE-11481	PURNIMA TIWARI
20	DGIGN-16-EEE-11483	ROHIT KUMAR SAHU
21	DGIGN-16-EEE-11474	ASHUTOSH KUMAR
22	DGIGN-16-EEE-11475	MANISH KUMAR
23	DGIGN-16-EEE-11487	VED PRAKASH
24	DGIGN-16-IT-11107	ANNU BANSAL
25	DGIGN-16-IT-11109	JAYA KANDPAL



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

26	DGIGN-16-IT-11114	UJJWAL KUMAR
27	DGIGN-16-ME-11262	ADITYA KUMAR JHA
28	DGIGN-16-ME-11269	ALOK KUMAR SHUKLA
29	DGIGN-16-ME-11277	BISHAL KUMAR SHAHANI
30	DGIGN-16-ME-11283	KAPIL SINGH PUNDIR
31	DGIGN-16-ME-11301	VANSH KUMAR SINGH


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida

**Visit To OPEN HOUSE 2017
IIT DELHI**




Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: hodit@gnindia.dronacharya.info
Sent: Monday, August 21, 2017 5:24 PM
To: director@gnindia.dronacharya.info
Subject: RE: Industrial Visit Approval
Attachments: visit list alttc.xlsx; Banner for industrial visit-ALTTC Ghaziabad.docx

Sir,

Thank you for your approval.
The visit has been scheduled on 25th August, 2017(Friday).
We will start at 9AM and reach there by 10.30.

The list of students and banner is attached herewith.

Regards.

Dr. Aditi Paul.

From: director@gnindia.dronacharya.info [mailto:director@gnindia.dronacharya.info]
Sent: Friday, August 11, 2017 9:23 AM
To: hodit@gnindia.dronacharya.info
Subject: RE: Industrial Visit Approval

Approved, try to manage on Friday & Saturday (25 & 26).

Director

From: hodit@gnindia.dronacharya.info [mailto:hodit@gnindia.dronacharya.info]
Sent: Thursday, August 10, 2017 5:10 PM
To: director@gnindia.dronacharya.info
Subject: Industrial Visit Approval

Sir,

This is for your kind information that I am going to organize an industrial visit at ALTTC, Ghaziabad for the second year CSIT,IT and CSE students.

The tentative date of the visit is 24th or 25th August, 2017.

In this regard I need your approval for the same so that I can prepare the list of students, banner etc. for the visit.

With Regards
Dr. Aditi Paul
HOD,IT
Dronacharya Group of Institutions, Greater Noida


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

DRONACHARYA GROUP OF INSTITUTIONS, GREATER NOIDA**LIST OF STUDENTS FOR INDUSTRIAL VISIT AT ALTTTC, GHAZIABAD****DATE: 25 TH AUGUST, 2017, TIME: 10:30 AM****BRANCH: CSE,IT,ECE**

Sl No	NAME	Roll No	Contact No	Branch
1	SANJAY BHANDARI	11588	9910658759	CSE/IT
2	SHUBHAM KUMAR	11600	7633083076	
3	KINJAL KUMARI	11037		
4	MADHWESH UPADHAYA	11045		
5	AVINASH MISHRA	11574	7290882634	
6	USHA KUMARI			
7	RISHIKA	11603	9650464129	
8	NEHA	11580	7838251378	
9	LUV SAINI	11577	9643910948	
10	RAJESH JHA	11586	9717902586	
11	AMANDEEP SINGH	11573		
12	JASPREET SINGH	11031	8750161700	
13	DRAVID NAGI	11023	9953909652	
14	MANISH SHARMA	11046		
15	GURLEEN KAUR	11025	9871400805	
16	JASHANDEEP KAUR	11030	9910061735	
17	ANISH CHAUDHARY	11005	9968503626	
18	CHANDNI	11576	9599363573	
19	VEENIT GAUTAM	11596	9871513499	
20	SHIVAM JOSHI	11591	8447076290	
21	ULLWAL KUMAR	11114	8700521155	
22	JAYA KANDPAL	11109	8860854063	
23	LAKSHAY KALRA	11110	9650379060	
24	SUBHANKAR DAS	11113	8750023159	
25	ANNU BANSAL	11107	981110117	
26	AMAN SINGH	11108	9599167619	
27	KISHOR KUMAR	11170	8375018956	
28	MUSKAN KHEMKA	11173	9911194542	
29	NIKHIL SHARMA	11172	9910585457	
30	PRADEEP SINGH BISHT	11175	8750870943	
31	VANDANA	11180	9560482184	
32	TUSHAR SAINI	11921	9821500205	
33	AKASH VERMA	11468	9999136170	
34	ANIKET ROUT	11471	9971159919	
35	ASHUTOSH KUMAR	11474	7859864116	
36	MANISH KUMAR	11475	8287608844	
37	NIKHIL KUMAR	11478	8744053421	
38	PURNIMA TIWARI	11481	9971008653	
39	RANJAN KUMAR	11482	9015279294	
40	ROHIT KUMAR SAHU	11483	9810681875	
41	SANTOSH DWIVEDI	11486	9871779633	
42	VED PRAKASH	11487	8271108618	
43	VISHWAJEET SINGH SAHANI	11488	9936613438	

EEE-III

Director

Dronacharya Group of Institutions
7, P-III, Greater Noida-201305

Industrial Visit to ALTTC - BSNL, Ghaziabad



Kanwar
Dronacharya Group of Institutions
27, Kirti, Greater Noida-201305

info@dronacharya.info

From: ashwani.kumar@gnindia.dronacharya.info
Sent: Saturday, September 16, 2017 11:03 AM
To: Sudha Kamble@ubm.com
Cc: ashwani.kumar@gnindia.dronacharya.info
Subject: FW: Refer your colleagues - Renewable Energy India Expo-2017

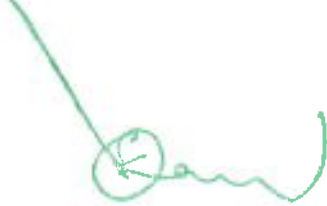
Sudha Madam,
Please find below, list of other participants from our college.
Kindly acknowledge
Regards
Ashwani Kumar | Dronacharya Group of Institutions

College Roll No.	Name
ME-11266	AAYUSH BHARDWAJ
ME-11262	ABHISHEK KUMAR JHA
ME-11263	ADARSH AWASTHI
ME-11264	ADARSH KUMAR
ME-11265	ADITYA KUMAR JHA
ME-11269	ALOK KUMAR SHUKLA
ME-11267	ANSHUL JAMWAL
ME-11268	ANUJ KUMAR SAH
ME-11270	ARUN KUMAR
ME-11271	ASHISH KUMAR VERMA
ME-11272	ASHISH MALIK
ME-11273	AVINASH RANJAN
ME-11274	BABLU KUMAR DAS
ME-11277	BISHAL KUMAR SHAHANI
ME-11278	CHIRAG SHARMA
ME-11280	DEEPAK YADAV
ME-11281	DEVESH PRATAP SINGH
ME-11297	FAISHAL SHEIKH
ME-11293	GULSHAD ALAM
ME-11306	HIRDAYA NARAYAN PRASAD
ME-11282	JUBBER SIDDIQUI



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ME-11283	KAPIL SINGH PUNDIR
ME-11284	KISHAN
ME-11291	MOHAMMAD SAJID ANSARI
ME-11285	MOHD SHAN
ME-11287	NIPU PATEL
ME-11288	PIYUSH KUMAR BEHERA
ME-11289	RATNESH KUMAR
ME-11290	RAVI RANJAN SINGH
ME-11292	SANTOSH KUMAR SUMAN
ME-11294	SAURAV KUMAR
ME-11298	SHUBHAM NANDA
ME-11299	SIDDHARTH SAHOO
ME-11301	VANSH KUMAR SINGH
ME-11302	VIVEK SHARMA
ME-11303	YASH SHARMA
ME-11304	YASH SHARMA
ME-11308	PREM RANJAN
ME-11931	ABHISHEK BHATT
ME-11935	Divyanshu Mishra
DGIGN-14-ME-9352	KAVISH BHARDWAJ
DGIGN-14-ME-9378	SHUBHAM KUMAR
DGIGN-14-ME-9384	VIKAS KUMAR SINGH
DGIGN-15-ME-10321	ANIKET NAGAR
DGIGN-15-ME-10324	ANKIT KUMAR JHA
DGIGN-15-ME-10327	ASHOK KUMAR
DGIGN-15-ME-10328	AYUSH R NAIR
DGIGN-15-ME-10329	BANDA NAWAZ
DGIGN-15-ME-10331	DHEERAJ SINGH
DGIGN-15-ME-10334	HARSH RISHI
DGIGN-15-ME-10337	JITENDRA PRAJAPATI
DGIGN-15-ME-10338	KARAN GUPTA
DGIGN-15-ME-10343	MAYANK CHAUDHARY


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 27, KP-III, Greater Noida-201306

DGIGN-15- ME-10345	MD, ABRAR HASHMI
DGIGN-15- ME-10348	MD ADIL HOSSAIN
DGIGN-15- ME-10350	MD GULSHED ALAM
DGIGN-15- ME-10354	MEHUL KAINTH
DGIGN-15- ME-10360	MOHD FIROZ
DGIGN-15- ME-10364	NIKHIL KUMAR JHA
DGIGN-15- ME-10367	NISHANT KUMAR
DGIGN-15- ME-10369	NITIN CHAURASIYA
DGIGN-15- ME-10371	P M ROHIT
DGIGN-15- ME-10372	PRAKASH RAJ
DGIGN-15- ME-10376	PRIYAVIVEK KUMAR
DGIGN-15- ME-10380	RAVINDER SINGH
DGIGN-15- ME-10382	SAGAR VERMA
DGIGN-15- ME-10384	SAHIL POONIA
DGIGN-15- ME-10389	SALMAN KHAN
DGIGN-15- ME-10391	SHUBHAM
DGIGN-15- ME-10396	SOURABH KUMAR
DGIGN-15- ME-10397	SUNNY GUPTA
DGIGN-15- ME-10399	UDIT YADAV
DGIGN-16- ME-10991	MD ZIYAUDDIN
DGIGN-16- ME-10968	VIKAS SINGH
DGIGN-16- ME-10970	VISHAL ROY

From: Sudha Kamble [mailto:Sudha.Kamble@ubm.com]
Sent: Friday, September 15, 2017 3:49 PM
To: ashwani.kumar@gnindia.dronacharya.info
Subject: Refer your colleagues - Renewable Energy India Expo-2017

Refer
a
Friend


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Dear Business Leader,

Greetings from the Renewable Energy India Expo 2017,

Thank you for Pre-Registering to attend Renewable Energy India Expo -2017,20th to 22nd September 2017at Greater Noida,Delhi NCR.

If you have any colleagues or friends who wish to visit Renewable Energy India Expo-2017

Pre-Registration Benefits:

- Get fast track entry to the exhibition by avoiding queues
 - Receive your visitor badge well in advance
 - Win lucky prizes*
- *conditions apply

Request you to send their details for the registration.

Sr No.	Company Name	Full Name	Designation	Email Id	Mobile No
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

Address:
Pin code:
City:
State:

Awaiting for the positive response.


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

On reaching the venue, please collect your Visitor Badge from the Pre-Registration Visitor Counter.

Venue : India Expo Mart, Greater Noida, NCR

Exhibition timings : 10.00 am – 6 pm

For assistance, please feel free to contact me on below details.

T: +91-22-61725527 or 8451809782

E: sudha.kamble@ubm.com

We look forward to welcoming you at the show.

Thanks & Regards,
Sudha Kamble



UBM India Pvt Ltd.
TIMES SQUARE,
Unit No. 1 and 2, B Wing, 5th Floor,
Andheri Kurla Road, Marol,
Andheri (E), Mumbai - 400 059
Tel: +91-22-61725527 M: +91-8451809782-8169500729
Email : sudha.kamble@ubm.com
www.ubmindia.in


Director
Dronacharya Group of Institutions
27, KP-111, Greater Noida-201306

One Day Visit to Renewable Energy India Expo



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: hodece@gnindia.dronacharya.info
Sent: Friday, March 09, 2018 5:05 PM
To: registrar@gnindia.dronacharya.info
Cc: director@gnindia.dronacharya.info; administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Visit to ELECRAMA-2018

Respected Sir


As approved by Respected Director Sir visit to ELECRAMA-2018 at India Expo Mart, Greater Noida is scheduled on 12th March 2018 from 12 PM to 3 PM for 2nd, 3rd and 4th year students ECE and EEE department.

Kindly provide us college bus for the visit.

Regards

Probeer Sahw

HOD-ECE


Director
Dronacharya Group of Institutions
27, KP III, Greater Noida-201306

From: hodece@gnindia.dronacharya.info
Sent: Tuesday, March 13, 2018 9:27 AM
To: administrator@gnindia.dronacharya.info
Cc: directoroffice@gnindia.dronacharya.info; registrar@gnindia.dronacharya.info; director@gnindia.dronacharya.info
Subject: RE: Report on visit to ELECRAMA-2018
Attachments: elecrama attendance.xlsx

Respected Sir

A total of 38 students visited ELECRAMA-2018, the list as follows:

Branch: ECE-IV

S. No	College Roll No.	University Roll No.	Name
1	DGIGN-16-ECE-11170	1623031002	KISHOR KUMAR
2	DGIGN-16-ECE-11169	1623031003	MAYANK HANDA
3	DGIGN-16-ECE-11173	1623031005	MUSKAN KHEMKA
4	DGIGN-16-ECE-11172	1623031006	NIKHIL SHARMA
5	DGIGN-16-ECE-11175	1623031007	PRADEEP SINGH BISHT
6	DGIGN-16-ECE-11180	1623031011	VANDANA
7	DGIGN-17-ECE-11921	1723031901	TUSHAR SAINI

Branch: ECE-VI

S. No	College Roll No.	University Roll No.	Name
1	DGIGN-14-ECE-9210	1423031009	PRATHAM KAUSHIK
2	DGIGN-15-ECE-10193	1523031001	ABHISHEK DWARKI
3	DGIGN-15-ECE-10196	1523031003	BRIJESH YADAV


Director
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27, KP-III, Greater Noida-201306

4	DGIGN-15-ECE-10198	1523031004	DIVYANSH NEGI
5	DGIGN-15-ECE-10199	1523031005	LAKSHMI JHA
6	DGIGN-15-ECE-10200	1523031006	RICHA KAPOOR
7	DGIGN-16-ECE-10962	1623031901	KM SHIVANGI MISHRA
8	DGIGN-16-ECE-10961	1623031904	NILIMA BHARTI
9	DGIGN-16-ECE-10989	1623031906	SAURABH KUMAR

Branch: ECE-VIII

S. No	College Roll No.	University Roll No.	Name
1	DGIGN-14-ECE-9195	1423031001	ADITI BISWAS
2	DGIGN-14-ECE-9198	1423031003	BALRAM ACHARYA
3	DGIGN-14-ECE-9200	1423031004	DHEERAJ KUMAR
4	DGIGN-14-ECE-9204	1423031006	MAINAK PAKIRA
5	DGIGN-14-ECE-9208	1423031008	NIDHI DHAMA
6	DGIGN-14-ECE-9211	1423031010	SHWETA SHARMA

Branch: EEE-IV

S. No	College Roll No.	University Roll No.	Name
1	DGIGN-16-EEE-11468	1623021001	AKASH VERMA
2	DGIGN-16-EEE-11471	1623021002	ANIKET ROUT
3	DGIGN-16-EEE-11474	1623021004	ASHUTOSH KUMAR

Director

Dr. Anil Chandra Group of Institutions
III, Greater Noida-201305

4	DGIGN-16-EEE-11476	1623021005	DIPAK KUMAR YADAV
5	DGIGN-16-EEE-11475	1623021006	MANISH KUMAR
6	DGIGN-16-EEE-11478	1623021008	NIKHIL KUMAR
7	DGIGN-16-EEE-11481	1623021010	PURNIMA TIWARI
8	DGIGN-16-EEE-11482	1623021011	RANJAN KUMAR
9	DGIGN-16-EEE-11483	1623021012	ROHIT KUMAR SAHU
10	DGIGN-16-EEE-11486	1623021013	SANTOSH DWIVEDI
11	DGIGN-16-EEE-11487	1623021015	VED PRAKASH
12	DGIGN-16-EEE-11488	1623021016	VISHWAJEET SINGH SAHANI

Branch: EEE-VI

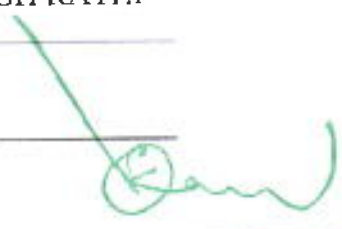
S. No	College Roll No.	University Roll No.	Name
1	DGIGN-15-EEE-10575	1523021001	ANKIT DOBHAL
2	DGIGN-16-EEE-10978	1623021903	DHRUV KUMAR TIWARI

Branch: EEE-VIII

S. No	College Roll No.	University Roll No.	Name
1	DGIGN-14-EEE-9586	1423021005	PARAMJEET SINGH RATHI
2	DGIGN-14-EEE-9589	1423021006	SHRI KRISHNA

and following faculties accompanied the students:

1. Mr. Probeer Sahw
2. Mr. Raj Ranjan Prasad
3. Ms. Rasveen
4. Ms. Prity Yadav
5. Mr. Amit Jain


 Director
 Dronacharya Group of Institutions
 27, KP-III, Greater Noida-201306

6. Mr. Ravi Prakash Verma

On March 12, 2018 at 6:27 PM administrator@gnindia.dronacharya.info wrote:

Thank you so much for the timely submission Sir.

Please share the list of student participants.

Regards

Ashwani Kumar

From: hodece@gnindia.dronacharya.info [mailto:hodece@gnindia.dronacharya.info]
Sent: Monday, March 12, 2018 4:24 PM
To: director@gnindia.dronacharya.info
Cc: administrator@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: Report on visit to ELECRAMA-2018

Respected Sir

Please find attached with this mail the report on visit to ELECRAMA-2018.

Thank You

Regards

Probeer Sahw

HOD-ECE

Regards

Probeer Sahw

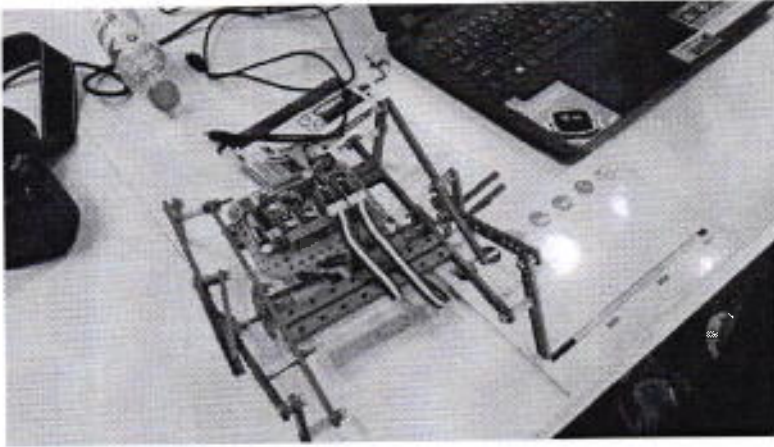
HOD-ECE



Director
Dronacharya Group of Institutions
22, NH-111, Greater Noida-201306

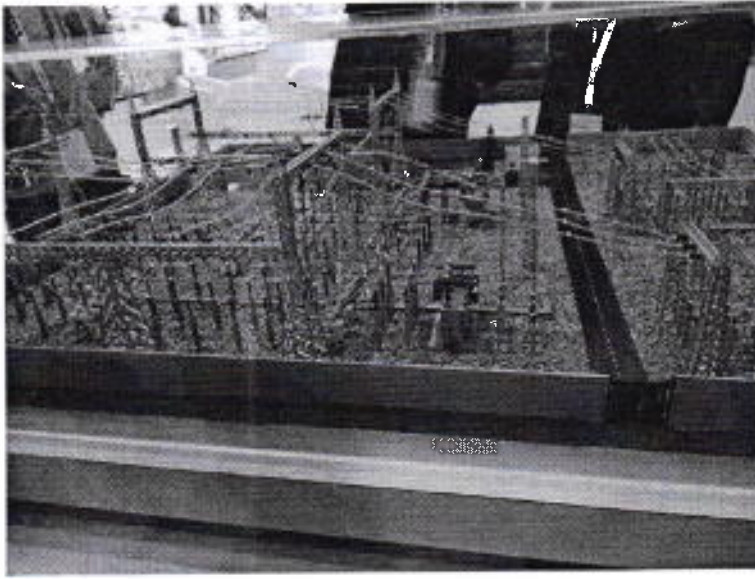



Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306



Director

Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

info@dronacharya.info

From: hodme@gnindia.dronacharya.info
Sent: Wednesday, October 24, 2018 4:57 PM
To: navinkk@nsic.co.in
Cc: director@gnindia.dronacharya.info; directoroffice@gnindia.dronacharya.info
Subject: RE: Confirmation of visit on 26-10-2018 of students of your esteemed college
Attachments: List of student NSIC.xls

Dear Sir,

Thanks for confirmation of industrial visit for our students. 51 students along with two faculty member of Mechanical Engineering Department will visit your prestigious NSIC training center Faridabad on 26 th October 2018 at 10: 30 AM.

Students and faculty members details are attached with this email.
If you have further any query , Please let us know.


Sincerely
Dr. Rishi Kant

From: navinkk@nsic.co.in [mailto:navinkk@nsic.co.in]
Sent: 23 October, 2018 6:37 PM
To: hodme@gnindia.dronacharya.info
Subject: Confirmation of visit on 26-10-2018 of students of your esteemed college

Dear Sir,

Reference to your mail dated 23-10-2018, you are cordially invited on 26-10-2018 (Friday) to visit National Small Industries Corporation Ltd. (A Govt. of India Enterprise), Tigaon Road, Neemka, (Near NTPC), Faridabad. It will be highly appreciated if the name and mobile numbers of the visitor students is sent to us for records please.

Thanks & Regards
Nepal Singh
Chief Manager
NSIC


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306

Dronacharya Group of Institutions, Greater Noida
Mechanical Engineering Department

List of students for visit to NSIC Faridabad

1	ME-12325	ABHIMANYU SAXENA
2	ME-12319	ADHISHEK
3	ME-12320	AJEET KUMAR SINGH
4	ME-12321	AKASH POKHRIYAL
5	ME-12323	ANKIT KUMAR
6	ME-12326	BRIJESH YADAV
7	ME-12330	HIMANSH TRIPATHI
8	ME-12332	JAYDEEP SINGH
9	ME-12333	KARANJOT SINGH
10	ME-12337	MOHIT DIXIT
11	ME-12338	MUDIT BANSAL
12	ME-12341	NEERAJ KUMAR CHAUDHARY
13	ME-12343	PRADDEEP KUMAR
14	ME-12344	PRATEEK KUMAR
15	ME-12348	RISHABH BHATI
16	ME-12349	ROHAN PAL
17	ME-12352	SANDEEP KUMAR
18	ME-12353	SPARSH MISHRA
19	ME-12354	SUHAS CHOUDHRY NIGAM
20	ME-12355	SURAJ GUPTA
21	ME-12358	UTKARSH PAL
22	ME-12366	YOGESH JOSHI
23	ME-12831	MANISH SINGH
24	ME-12833	RISHI KAPOOR
25	ME-11266	AAYUSH BHARDWAJ
26	ME-11262	ABHISHEK KUMAR JHA
27	ME-11264	ADARSH KUMAR
28	ME-11265	ADITYA KUMAR JHA
29	ME-11269	ALOK KUMAR SHUKLA
30	ME-11267	ANSHUL JAMWAL
31	ME-11268	ANUJ KUMAR SAH
32	ME-11270	ARUN KUMAR
33	ME-11271	ASHISH KUMAR VERMA
34	ME-11272	ASHISH MALIK
35	ME-11273	AVINASH RANJAN
36	ME-11277	BISHAL KUMAR SHAHANI
37	ME-11297	FAISHAL SHEIKH
38	ME-11293	GULSHAD ALAM
39	ME-11306	HIRDAYA NARAYAN PRASAD
40	ME-11282	JUBBER SIDDIQUI
41	ME-11283	KAPIL SINGH PUNDIR
42	ME-11284	KISHAN
43	ME-11287	NIPU PATEL
44	ME-11288	PIYUSH KUMAR BEHERA
45	ME-11289	RATNESH KUMAR
46	ME-11290	RAVI RANJAN SINGH
47	ME-11292	SANTOSH KUMAR SUMAN
48	ME-11299	SIDDHARTH SAHOO
49	ME-11301	VANSH KUMAR SINGH
50	ME-11302	VIVEK SHARMA
51	ME-11304	YASH SHARMA

Name of Faculty Incharge

- 1 Dr. Rishi Kant (Mb. No. 8090164930)
- 2 Mr. Pawan Kumar (Mb. No. 9555672167)

Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201305

info@dronacharya.info

From: hodce <hodce@gnindia.dronacharya.info>
Sent: Tuesday, March 03, 2020 4:06 PM
To: rkengineers281@gmail.com
Cc: director@gnindia.dronacharya.info
Subject: Permission for Industrial Visit to R K Engineers PVT LTD

Dear Sir,

- We are passionate to impart practical training of our Civil Engineering students by giving them an industrial exposure of site, which is running in our vicinity Sector 22-D YEIDA Gr. Noida. For this visit we propose 05-03-2020 i.e Thursday to take our students for visit. This date may be changed as per your convenience. So we need your kind permission for the above said. So please acknowledge it.

Thanks & regards,

Mr. Pravendra Yadav
Assistant Professor & Head,
Civil Engineering Department,
Dronacharya Group of Institutions,
27, Knowledge Park III – Greater Noida – 201 306 (U.P)
0120- 2322022(O) 224 (Extn) , 8077663016


Director
Dronacharya Group of Institutions
27, KP-III, Greater Noida-201306