

Date: 21/Dec/2020


Dear Akhil Pillai ,

We hope that you along with your family are safe and sound at your place!

We are pleased to award you a Project Trainee assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You are requested to join the organization on **28/Dec/2020** and the offer stands withdrawn thereafter unless the date is extended or communicated in writing.
2. You will be working from home initially from the date of your joining till further orders in this regard. While working from home, you will be paid for the expenses incurred on Internet connection, utilized purely for the official purpose and as per company policy.
3. Any business travel expenses incurred by you, will be borne by the company as per the company's business travel policy, by producing the necessary receipts and prior approvals from your manager, you will have to claim such expenses via Concur.
4. Though you will be working from home, however, for all legal and a practical purpose your base location will be Hyderabad.
5. Your training will be for a period of 3 months beginning from your date of joining, **28/Dec/2020** During the period of your training you will be designated as Project Trainee. During this entire training period, you will be paid a stipend of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
6. From time to time and on completion of your training as a Project Trainee, the Company shall conduct tests/ assessment and asses your performance and depending on the business need and requirement, at the discretion of the Company you may thereafter be deployed as a Junior Software Engineer.
7. The Company reserve a right to terminate your services in case you fail to satisfactorily perform/pass the test(s) / complete the given assignments conducted by the Company as per the guidelines laid by the Company.
8. During the last week of your training period as a Project Trainee, Company will inform in writing to you whether it wishes to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company in case Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
9. On successful completion of training as a Project Trainee, if the Management decides to engage you as an employee, you will be issued a separate appointment letter. and deployed as a **Junior Software Engineer** for a period of two (2) years which will include the **Probation Period of 12 months** post training period. During and after the completion of your probation period, if your services are not found satisfactory on any count, the Management shall have a right to terminate the same forthwith. In that case no notice and or notice pay will be given to you.

  
**Prof.(Dr.) Sancho Brao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213.

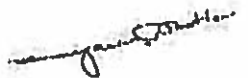


10. During your stint as Junior Software Engineer, you will be paid a gross compensation of Rs. 3,20,000/- Per Annum (Rupees Three Lakh Twenty Thousand) subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
11. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
12. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.
13. Work Timings. At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18:15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Nonstandard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilization of your time by entering the same into the mobile application Talent@zensar under Time Sheet entry tab.
14. During this entire period, for the reasons which would be beyond the control of the Management, if the Management could not avail your services, or if you commit a breach of company policies, your services will be liable for immediate termination without any notice and or notice pay as deem necessary. Or in that case, if your services are continued, the Management shall even have a right to reduce your remuneration as deem necessary.
15. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.
16. You agree to abide by all the policies of the Company in force from time to time.
17. Although you are allowed to work from anywhere / from your home at this point of time, you can be required to physically report to any locations of Zensar across India and rendered your services accordingly.
18. For all legal and practical purposes, your place of employment shall Zensar Technologies Limited SEZ Unit (DLF - Hyderabad) Block 3, 1st Floor, DLF Cyber City Plot No. 129-132 , APHB Colony, Gachibowli Village, Hyderabad - 500 019 and based on this, all statutory compliances with regard to your employment, shall be done by Zensar".

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of all the terms and conditions of this revised Offer Letter in their proper and legal perspective and commitment to join the said assignment on the date to be communicated to you later.

For Zensar Technologies Ltd.


  
**Sanjeeva Malthani**  
Vice President - HR

ACCEPTED:

SIGNATURE:

NAME:

Date :

  
**Prof.(Dr.) Sahabrao B. Bagal**  
Principal  
Late G. N Sapkal College of Engineering  
Anjaneri, Nashik-422 213.



December 20, 2021

HRD/3T/1002839377/21-22

Mr. Anil Govind Shelke  
A/P Mukhed  
Tal-Niphad  
Nashik-422209  
India

Ph: +91-9527956629

Dear Anil,

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 signature by Richard Lobo  
richard\_lobo@infosys.com, Velocity Unknown  
Digitally signed by Richard Lobo  
Date: 2021.12.20 16:50:20 IST  
Reason: Digitally Signed  
Location: Bangalore

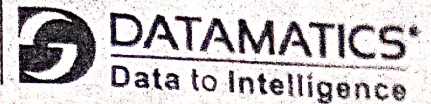
  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal  
Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213



**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

# Datamatics Global Services Limited

Suyojit Datamatics Knowledge Center,  
Nashik Mumbai Agra Highway,  
Nashik - 422 009, Maharashtra, INDIA  
Tel.: +91 (0253) 610 2222. Fax : +91 (0253) 610 2271  
CIN No.: L72200MH1987PLC045205



## Appointment Letter

Ref: NSK/APPT/MAR'21/0769

March 22, 2021

Mr. Bhimrao Ghuge  
S/O Ashok Ghuge, Jalgaon BK,  
Jalgaon Khurd,  
Nashik-424109.

Dear Bhimrao

Welcome to Datamatics, the first and only Indian organization to have won the prestigious International Asia Pacific Quality Award (IAPQA) in the services category, which included IT/ITES, Banks, Insurance companies and other services organizations. This is a unique achievement in the history of the Indian IT industry, as it was won competing against hundreds of companies from 38 countries including the US, Japan, Australia, New Zealand, Israel, South Korea, Peru, Mexico, China, Russia and Canada.

For Datamatics, Quality is not just a destination but a journey in which every Datamatician contributes. We invite you to be part of this journey!

We are pleased to appoint you as 'TRAINEE CONSULTANT' the Grade 'S02' w.e.f. March 22, 2021 on the following terms and conditions:

1. Your Basic Salary and perquisites per month will be as per Annexure 'A'. Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.
2. You shall also be entitled to the other benefits such as Provident Fund, coverage under the Company's Health Insurance Scheme/ESIC.
3. You will be on probation for a period of six months from the date of joining. Your probation period may be extended in writing if your performance is not considered satisfactory by the Company. Notice period for the purpose of separation from services during the probation period, by either side will be by a written intimation of thirty (30) days in advance or of thirty (30) days salary in lieu thereof and thereafter according to Clause 4 below. Your employment shall be deemed to be confirmed unless you are informed in writing otherwise, before completion of your probation period.
4. Your employment will be terminable by giving written notice of 90 days as stipulated in the separation policy or as per the changes communicated in that policy from time to time or salary in lieu thereof; by either side. Since the purpose of notice period is to ensure business continuity, in the eventuality of you separating from the Company of your own accord, serving of notice period shall be compulsory unless the Company after due consideration, agrees to accept payment in lieu of notice period. In the event that you abscond or leave the services of the Company without proper notice as provided herein, the company will initiate legal proceedings against you and all costs/damages as a result of this action will be recovered from you. The resignation will be accepted only on your fulfilling the terms of the undertaking given by you during the course of your employment.
5. Initially you will be posted at our office at Nashik. However, you may at any time be transferred to any another department, unit or location in India as may be considered necessary by the Company at its sole and absolute discretion. You may be required to work in different shifts at the sole discretion of the Company.
6. You shall be also required to submit a copy of your valid passport, pan-card and driving license within 3 months of your appointment.
7. You shall not, during the period of your employment with the Company and for a period of 12 months from the date you have ceased to be an employee of the Company, accept any employment with or solicit any business or work from any organization, that is working with the same client-project for which you have worked during your employment with the Company. You acknowledge and agree that the monetary compensation may not be an adequate remedy for breach of this clause. In the event of a breach by you, the Company will be entitled to the remedies of injunction, specific performance and any other equitable relief, and no proof of special damages shall be necessary; and for the enforcement of these remedies, the expenses shall be borne by you.

Prof. (Dr.) Sahabrao B. Bagal  
Principal

Regd. Office : Knowledge Centre, Plot No. 58, Street No. 17, MIDC, Andheri (E), Mumbai - 400 093, INDIA  
Tel : + 91 (22) 61020000, 61020001 Fax : + 91 (22) 2834 3669  
www.datamatics.com



# Datamatics Global Services Limited

Suyojit Datamatics Knowledge Center,  
Nashik Mumbai Agra Highway,  
Nashik - 422 009, Maharashtra, INDIA  
Tel.: +91 (0253) 610 2222. Fax : +91 (0253) 610 2271  
GIN No.: L72200MH19B7PLC045205



18. If at any time, in the opinion of the Company which shall be final and binding, you are found guilty of dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status or the post you hold in the Company, or of any other conduct considered by the Company as detrimental to its interests or in violation of one or most terms and condition of your employment, the Company shall be entitled to forthwith terminate your employment and shall also have the right to forfeit the salary amount due and payable by the Company to you.
19. Compensation revision will be governed by the Company Policy, as updated on Company Intranet "Pulse" from time to time.
20. You confirm and declare that you have not indulged in unfair and/or unethical means in connection with your hiring with the Company, such as paying bribe and/or commission or agreeing to pay bribe and/or commission to any of the existing or former employee/s of the Company for your selection with the Company. You understand and acknowledge that if, at any time, you are found guilty of having adopted such unfair and/or unethical practices, the Company shall be entitled to forthwith terminate your employment without any liability to the Company.
21. The Company strive to provide each employee with a safe and healthy work environment. As an employee, you have a responsibility for maintaining a safe and healthy workplace and follow safety and healthy rules and practises. The Company will provide you with a copy of its health and safety rules and procedures separately and these rules along with other Company policies and rules shall form part of your contract of employment. The Company shall reserve the right to terminate the employment, if there are three or more instances of non-compliance.
22. You shall retire from the services of the Company on attaining the age of 60. This will be determined on the basis of the date of birth as given at the time of joining the services of the Company.
23. By signing a copy of this letter, you confirm that you do not possess any proprietary documents or materials belonging to any of your previous employers
24. Your Employee Number is 144417.

If you are agreeable to the above terms, please sign and return the duplicate copy of this letter indicating the date on which you will join duty.

Thanking you and looking forward to having you with us.

Yours truly,  
For Datamatics Global Services Limited

Sanjay Mullikar  
Associate Vice President & Head HR - Nashik

I agree and accept employment on terms and conditions mentioned in the above letter of appointment.

Date: 22/3/2021



Prof. (Dr.) Sahebrao B. Bagal  
Principal  
Late G. N. Sapkal College of Engineering

Scanned by CamScanner

# Datamatics Global Services Limited

Suyyil Datamatics Knowledge Center,  
Nashik, Mumbai Agra Highway,  
Nashik - 422 209, Maharashtra, INDIA  
Tel: +91 (0253) 610 2222. Fax: +91 (0253) 610 2271  
CIN No.: L72200MH1987PLC045205



Employee Name	Bhimrao Ashok Ghuge
Grade	S02
Designation	Trainee Consultant
Department	AMS
LOS	AMS-VFS

CTC Components		Monthly (Rs)	Annually (Rs)
A	Basic Pay	12,730	152,760
B	HRA	637	7,638
C	Personal Allowance	0	0
D	Gross Salary (A+B+C)	13,367	160,398
E	Bonus	1,061	12,730
F	Company's Contribution to PF	1,528	18,331
G	Company's Contribution to ESIC	434	5,213
H	Company's Contribution to Gratuity*	612	7,348
I	Total (E+F+G+H)	3,635	43,622
Cost to Company (D+I)		17,002	204,020

\*Gratuity shall be paid in accordance to the Payment of Gratuity Act, 1972.

\*\*Bonus is payable annually as per Payment of Bonus Act 1965.

### Benefits:

a) Insurance as per company policy.





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

**Date: April 9, 2020**

**Ref No: HR/Campus/LO16450446/1**

**Mehul Bharat Prajapati**  
**Late G.N.Sapkal College of Engineering**

**Letter of Intent ("LOI")**

**Dear Mehul Bharat Prajapati,**

With reference to your interview conducted by us at KK Wagh, 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.

  
**Prof.(Dr.) Santrao B. Bagal**  
 Principal  
 Late G. N. Sapkal College of Engineering  
 Anjaneri, Nashik-422 213.



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.

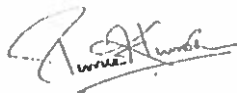
The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

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](mailto:fresherhiring.in@capgemini.com)

Thanking you,  
Yours Sincerely,  
**For & On Behalf of Capgemini**



**Puneet Kumra**  
**Head - Fresher Hiring**





**ANNEXURE 1**

**Mehul Bharat Prajapati**

**Analyst and A4**

You will be under probation for six (6) months from your date of joining Caggemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Caggemini**



**Puneet Kumra**  
**Head - Fresher Hiring**

**Signature:** \_\_\_\_\_

**Candidate Name: Mehul Bharat Prajapati**

**Date:** \_\_\_\_\_



## PERSONAL &amp; CONFIDENTIAL

Offer and Appointment Letter

July 13, 2023

Yash Vijay Patil  
S/O Vijay Patil,  
16/2, Yashraj, Vidhate Nagar, Hirawadi Road,  
Panchvati, Nashik – 422003.

Dear Yash,

We are pleased to offer you the position of **IT Support Technician** with Garfield Health Solutions East Private Limited (“**Company**”). This position reports to **Manager – Access Provisioning** and will be located at Pune, Maharashtra, India. The terms of this offer include:

1. Start Date:

Your appointment at the Company will be effective from **23-August-2023** (“**Joining Date**”) and the terms of this offer letter will come into effect on and from the Joining Date. On or prior to your Joining Date, you will be required to provide certain KYC and other documents in accordance with the Company policies (such as PAN Card, Aadhar Card, educational qualification certificates).

2. Compensation Structure:

(i) Your Compensation Structure will be as elaborated in **Annexure A**, which forms an integral part of this offer of employment.

(ii) Your remuneration will be subject to statutory and other deductions as per Company’s policies, guidelines, practices and requirements under applicable law. You will be responsible for your tax liabilities and compliances under applicable tax laws and regulations.

3. Performance-linked Bonus: You may be eligible for a performance-linked bonus based on your individual performance and the Company's performance. The bonus will be reviewed and determined at the discretion of your reporting manager and will be paid out at the end of the financial year, based on the achievement of predetermined performance metrics and goals.4. Leave Travel Allowance (LTA): The Company offers a Leave Travel Allowance (LTA) benefit to its employees. The cost will be reimbursed based on the actuals and upon submission of relevant invoices / bills in accordance with the Company’s policy or guidelines and the provisions of the Income Tax Act, 1961.



# Tech Mahindra



**Pooja Shirode**

QR Code

Associate ID

**844652**



Authorised Signatory



Prajapati  
Mehul Bharat

6126230



THOMSON  
REUTERS®

## Re: Winjit Technologies- list of documents

Inbox



Dhananjay Pote 12/5/2021

to me ▾



Hello Gayatri ,

Hope you are doing good!!

As per our conversation below is the list of documents that you need to submit (Self attested copies of all these) to complete your joining process on 13<sup>th</sup> May 2021.

- 10th Mark sheet
- 12th Mark sheet
- Degree Mark Sheet
- Degree Certificate
- PAN Card copy
- Passport Copy
- AADHAR ID Copy
- DOB Proof, Driving License
- Address Proof
- 1 Passport size photograph

You need to carry or use your own laptop during the Internship.

We are confident you will be able to make significant contribution to the mutual success of our company Winjit Technologies and look forward to working with you.

Kindly get back to us in case of any queries.

Regards,  
Dhananjay

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:20-Jan-2022

Shweta Ratilal Patil  
C10657034

A-3,Gurudev Complex Phase-1,Sayli Road Silvassa,U.T. D & N H  
7016240173

Dear Shweta Ratilal Patil,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

  
  
Candidate's Signature

GS/HRM/AL/8, 324  
Date: 09-Dec-2021

**Name: Arsalaan Irfan Merchant**

Address: House No 1, 532  
Falke Road, Near Sarda  
Circle, Nashik 422001.

Dear Arsalaan Irfan Merchant,

**Sub: Appointment Letter**

We are pleased to inform that you have been selected for employment with us as "**Junior Software Engineer**" at our office in Mumbai. This appointment takes effect from your date of joining which shall not be later than **09-Dec-2021**.

Your Cost to the Company (CTC) is INR. **3,50,000.00/- (Rupees Three Lakhs Fifty Thousand only)** per annum. This includes Provident Fund, Gratuity etc. The breakup is described in Annexure A and Terms & Conditions in Annexure B.

You will be on probation for six months from the date of commencement of your services, which is liable for extension at the sole discretion of the Company. On successful completion of probation period, your services will be confirmed in writing. You will be deemed to be on probation until confirmed in writing.

Either party can terminate this employment agreement by providing a written notice or payment of proportionate monthly gross salary in lieu of such notice to the other party. The notice period shall be fifteen (15) days during probation period and three (3) months thereafter.

Your date of birth as per records submitted by you is **21-Aug-1997** and you will be superannuated on attaining the age of 60.

This offer is subject to you being found medically fit for employment and satisfactory reference checks.

As a token of your acceptance of the terms and conditions of the Appointment Letter and Non-Disclosure Agreement (NDA), we request you to acknowledge in writing **via email** to "aperis@thegoldensource.com" no later than **09-Dec-2021 EOD**, after which it will be deemed as null and void.

We welcome you to GoldenSource and look forward to a very fruitful association with you.

Yours sincerely,



**Ritesh Advani**  
Vice President-Human Resources

Encl: As Above

# DECIMAL POINT

Innovative Research Solutions

To,  
Kunal Pakhale  
Flat No. 13, Yashraj Park,  
Kamathwade Shivar,  
Krushna Mandir, Abhiyanta Nagar,  
Nashik - 422008

Dear Kunal,

**Re: Offer Letter for the post of Senior Software Developer**

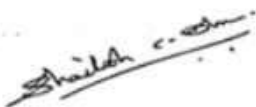
Following our discussions, I am pleased to offer you, on behalf of Decimal Point Analytics Private Limited, a position as "Senior Software Developer".

Your fixed cost to company would be **Rs.6,00,000/- per annum**. This includes a retention bonus of **Rs.24,000/- per annum** which shall be payable at the completion of one successful year of your full-time service from your date of joining and gratuity as per rules.

We look forward to your joining us on or before **14<sup>th</sup> Sept 2022**. By accepting this letter, you agree to bind yourself to the terms of the employment, including the notice period as decided by the company.

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

Sincerely,



**Shailesh Dhuri**  
Chief Executive Officer

I agree to accept the letter & abide by the terms of employment:

Encl:

1. Terms & Conditions
2. Acceptance Copy
3. Annexure – I

Decimal Point Analytics Private Limited

CIN No. U67120MH2005PTC157773

**Registered Office**

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

**www.decimalpointanalytics.com**

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

**info@decimalpointanalytics.com**

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





23-Nov-2023

Pawan Thakur

Swami Vivekanand Nagar, Yeola Road, Nandgaon, Nashik

Nashik Maharashtra 423106

WNS Global Services (P) Ltd (WNS)

**Sub. Appointment as an Apprentice**

**Dear Pawan,**

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the position of **Apprentice - EPP (JC6853)** in **WNS Global Services Pvt. Ltd.** based at **NSK - V-Tech (NSK)** location on the following terms and conditions.

1. Your Stipend will be **INR 14,400 Only (Indian Rupees Fourteen Thousand, Four Hundred Only)** per month; subject to Professional Tax deduction as applicable.
2. As discussed and agreed you will join not later than **24-Nov-2023**.
3. Your place of work will be **NSK - V-Tech (NSK)**.
4. The terms of this apprenticeship shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this apprenticeship.
5. You shall be required to provide the Company all documents (along with true copies of the same duly attested by a Gazetted officer certifying the same as true copy) and information as informed upon joining.
6. The Company's business involves operating 7 days a week, twenty-four hours a day. You will be expected to attend office as assigned to you by your supervisors and as per applicable. Weekly offs will be governed as per company policy.
7. You will be on apprenticeship for **12** months from the date of joining; during the apprenticeship, the Company may immediately terminate this apprenticeship, if you are found to be in material breach of any of the terms of your apprenticeship and the Company Policy.
8. Your apprenticeship will come to an end on the completion of last day of **12** months i.e. **23-Nov-2024**.
9. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
10. Your Absence for a continuous **period of three days** without prior approval of your supervisors, (including overstay of leave / apprenticeship), would be treated as abandonment of apprenticeship and can lead to termination without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to apprenticeship and development, special education, up skilling or on the job apprenticeship imparted by the Company and damages suffered by Company due to loss of billing, etc.
11. Notice to separation/termination of apprenticeship in electronic form on your part such as SMS or personal email shall not be accepted as adequate notice of

AUSTRALIA

COSTA RICA

INDIA

THE PHILIPPINES

ROMANIA

SRI LANKA

UAE

UK

USA

**For WNS Global Services Pvt. Ltd.**

*Adil Nargolwala*

**Adil S Nargolwala  
Corporate SVP - HR  
Head Talent Acquisition**

**WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,  
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:  
U72200MH1996PTC100196**

DocuSigned by:

FA701F5FA9674AC...

**Accepted and Agreed**

**Pawan Thakur  
Candidate's Name & Signature**



Extending Your Enterprise

- termination for the purposes of this apprenticeship. Notice to terminate this apprenticeship has to be addressed in writing by the Apprentice to the Company in the form and manner as may be prescribed in the Company Policy by serving appropriate notice. However, immediate release from the apprenticeship would be decided by the Management on its discretion.
12. WNS reserves the right to terminate your apprenticeship with immediate effect on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
  13. Your appointment as Apprentice is subject to you being medically fit for Apprenticeship.
  14. Reference Checks / Background, testimonials and Police verification: Your appointment is also subject to a satisfactory reference / background check, testimonial and Police verification. The Company shall, at its discretion conduct background / reference check and testimonial and police verification either before joining the company or within a reasonable and practicable time frame after joining. This apprenticeship continuance is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your appointment as Apprentice will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the apprenticeship without giving any notice or without paying Stipend for the period of engagement up to aforesaid date of relieving.
  15. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense.

Please sign the copy of this letter with your initials on each page.

Yours faithfully,

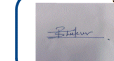
**For WNS Global Services Pvt. Ltd.**

*Adil Nargolwala*

**Adil S Nargolwala  
Corporate SVP - HR  
Head Talent Acquisition**

***WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,  
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:  
U72200MH1996PTC100196***

DocuSigned by:



FA701F5FA9674AC...

**Accepted and Agreed**

**Pawan Thakur  
Candidate's Name & Signature**

TECH  
mahindra



**Priyanka Sutar**

---

Associate ID

**779050**

---

A handwritten signature in black ink, appearing to read 'Priyanka Sutar', written in a cursive style.

Authorised Signatory

Infosys®



Anurag Sawai

1174982

Infosys<sup>®</sup>



Dipak Kshirsagar

1271506

Ref: 826326/1928207/ELTP

13-AUG-2021

Mr. Vivek Mangilal Gaykar  
Nashik (Mah) - 422007  
Mobile: 7745808707

Subject: Offer of Appointment

Dear Mr. Vivek Mangilal Gaykar


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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under ELTP Scheme.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement" (ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your **"Annual Total Cash Compensation"** will be Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only). Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.




7. You are required to sign a service bond (Draft at Annexure J) with our organization for a sum of Indian Rupees 1,00,000/- (Rupees One Lakh Only). As per the bond you will be required to serve the Company for a minimum period of 2 years from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding INR15,000/- (Rupees Fifteen Thousand Only) towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in Annexure C.
9. You are required to join on 17-AUG-2021 at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to VINCY VARGHESE at 9:00 AM to complete the joining formalities at TECH MAHINDRA LTD, PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE, SPECIAL ECONOMIC ZONE, PUNE-411057 (MAHARASHTRA), INDIA. At the time of joining, you are expected to carry originals of the documents as per Annexure D and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to campusjoining@techmahindra.com by 17-AUG-2021.

For Tech Mahindra Limited

  
Krishna Ramaswami  
Head - Resource Management Group

Encl: Annexure-A & B (Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H ? General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date: 15-08-2021

  
Signature:  
Vivek Manglik Gaykar

Page 2 of 26



Prof.(Dr.) Saharao B. Bagal  
Principal

Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213.



Scanned by CamScanner

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC044309

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 128, NOIDA 201 304, UP, India.

T +91 120 8125000 F +91 120 4683030

Registered Office: B08 Siddharth, 06, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

**OFFER & APPOINTMENT LETTER**

**Offer Release Date: December 13, 2021**

**Sonawane Nayana Kamlesh**  
**Plot no.2, Chatrapati building near BSNL Office**  
**Mohadi,Upnagar**  
**Dhule, Maharashtra**

Dear Sonawane Nayana Kamlesh,

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

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

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **December 14, 2021**.

You will be on probation for a period of **6 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

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

This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within **07 days** and mail the confirmation of acceptance to recruiters email id- **nikita.bisht@hcl.com**, failing which the offer will stand null and void.

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

1

SIGNATURE OF EMPLOYEE:

**HCL**

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC044309

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 128, NOIDA 201 304, UP, India.

T +91 120 8125000 F +91 120 4683030

Registered Office: B08 Siddharth, 06, Nehru Place, New Delhi-110019, India.

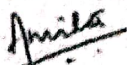
www.hcltech.com

www.hcl.com

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

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

For HCL Technologies Ltd.,



Amrita Das

Vice President, Head-Global Rewards

  
**Prof.(Dr.) Sahebrao B. Bagal**  
Principal

Late G. N. Sapkal College of Engineering  
Anjaneri, Nashik-422 213.

