



TECHNO INDIA NJR INSTITUTE OF TECHNOLOGY

Approved by AICTE & Affiliated to Rajasthan Technical University

www.technonjr.org

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TO WHOM SO EVER IT MAY CONCERN

PLACEMENT -2023-24

Program Name and Assessment Year: B. Tech. 2023-2024				
S. No.	Enrollment Number	Name of student	Name of Employer	Appointment letter Reference no.
1	20ETCCS002	Abir Choudhury	AppPerfect	TINJRIT/CSE/24/001 05-Aug-23
2	20ETCCS014	Asim Ali DM	AppPerfect	TINJRIT/CSE/24/002 05-Aug-23
3	20ETCCS056	Jainam Jain	AppPerfect	TINJRIT/CSE/24/003 05-Aug-23
4	20ETCCS057	Jash Hinger	GKMIT	TINJRIT/CSE/24/004 17-Aug-23
5	20ETCCS065	Krishna Agarwal	GKMIT	TINJRIT/CSE/24/005 17-Aug-23
6	20ETCCS077	Naman Sharma	GKMIT	TINJRIT/CSE/24/006 17-Aug-23
7	20ETCCS080	Nishant Sharma	GKMIT	TINJRIT/CSE/24/007 17-Aug-23
8	20ETCCS092	Prem Prajapat	GKMIT	TINJRIT/CSE/24/008 17-Aug-23
9	20ETCCS093	Priyanshu Arora	GKMIT	TINJRIT/CSE/24/009 17-Aug-23
10	20ETCCS048	Harshall Jain	LakeBrains	TINJRIT/CSE/24/010 21-Aug-23
11	20ETCCS118	Yash Mali	LakeBrains	TINJRIT/CSE/24/011 21-Aug-23
12	20ETCCS079	Nikhil Mali	LakeBrains	TINJRIT/CSE/24/012 22-Aug-23
13	20ETCCS119	Yash Soni	LakeBrains	TINJRIT/CSE/24/013 22-Aug-23
	20ETCCS114	Vineet Agarwal	LakeBrains	TINJRIT/CSE/24/014 23-Aug-23
15	20ETCCS006	Akshi Jain	The Developer Company	TINJRIT/CSE/24/015 01-Sep-23
16	20ETCCS017	Bharat Kumar	The Developer Company	TINJRIT/CSE/24/016 01-Sep-23
17	20ETCCS024	Daksh Sharma	The Developer Company	TINJRIT/CSE/24/017 01-Sep-23
18	20ETCCS026	Deepanshu Kumawat	The Developer Company	TINJRIT/CSE/24/018 01-Sep-23
19	20ETCCS032	Devraj Singh Rao	The Developer Company	TINJRIT/CSE/24/019 01-Sep-23
20	20ETCCS033	Dhruv Pallwal	The Developer Company	TINJRIT/CSE/24/020 01-Sep-23
21	20ETCCS034	Dikshant Dak	The Developer Company	TINJRIT/CSE/24/021 01-Sep-23
22	20ETCCS037	Divyanshu Lohar	The Developer Company	TINJRIT/CSE/24/022 01-Sep-23
23	20ETCCS052	Himanshu Hada	The Developer Company	TINJRIT/CSE/24/023 01-Sep-23
24	20ETCCS061	Khetesh Suthar	The Developer Company	TINJRIT/CSE/24/024 01-Sep-23
25	20ETCCS062	Khush Gadhwai	The Developer Company	TINJRIT/CSE/24/025 01-Sep-23
26	20ETCCS067	Lakshya Khandelwal	The Developer Company	TINJRIT/CSE/24/026 01-Sep-23
27	20ETCCS070	Manav Tailor	The Developer Company	TINJRIT/CSE/24/027 01-Sep-23
28	20ETCCS074	Mohammed Asif Raza	The Developer Company	TINJRIT/CSE/24/028 01-Sep-23
29	20ETCCS075	Monish Soni	The Developer Company	TINJRIT/CSE/24/029 01-Sep-23
	20ETCCS081	Palak Agarwal	The Developer Company	TINJRIT/CSE/24/030 01-Sep-23
31	20ETCCS082	Paramveer Singh Rathore	The Developer Company	TINJRIT/CSE/24/031 01-Sep-23
32	20ETCCS085	Patel Dharmikkumar Rajeshbhai	The Developer Company	TINJRIT/CSE/24/032 01-Sep-23
33	20ETCCS094	Pushkar Suthar	The Developer Company	TINJRIT/CSE/24/033 01-Sep-23
34	20ETCCS096	Rohan Pratap Singh	The Developer Company	TINJRIT/CSE/24/034 01-Sep-23
35	20ETCCS097	Rohit Tailor	The Developer Company	TINJRIT/CSE/24/035 01-Sep-23
36	20ETCCS102	Siddharth Bansal	The Developer Company	TINJRIT/CSE/24/036 01-Sep-23
37	20ETCCS107	Sunil Kumawat	The Developer Company	TINJRIT/CSE/24/037 01-Sep-23
38	20ETCCS108	Surajmal Suthar	The Developer Company	TINJRIT/CSE/24/038 01-Sep-23
39	20ETCCS115	Virendra Singh Panwar	The Developer Company	TINJRIT/CSE/24/039 01-Sep-23
40	20ETCCS011	Arnav Tyagi	Cnetric	TINJRIT/CSE/24/040 08-Sep-23
41	20ETCCS018	Bhavesh Dhanwar	Cnetric	TINJRIT/CSE/24/041 08-Sep-23
42	20ETCCS023	Chirag Joshi	Cnetric	TINJRIT/CSE/24/042 08-Sep-23
43	20ETCCS028	Dev Bikaneria	Cnetric	TINJRIT/CSE/24/043 08-Sep-23

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44	20ETCCS030	Devesh Mali	Cnetric	TINJIRIT/CSE/24/044	08-Sep-23
45	20ETCCS039	Gagan Jain	Cnetric	TINJIRIT/CSE/24/045	08-Sep-23
46	20ETCCS042	Gaurav Vashishtha	Cnetric	TINJIRIT/CSE/24/046	08-Sep-23
47	20ETCCS076	Muskan Choudhary	Cnetric	TINJIRIT/CSE/24/047	08-Sep-23
48	20ETCCS089	Pratham Pitliya	Cnetric	TINJIRIT/CSE/24/048	08-Sep-23
49	20ETCCS090	Pratham Singh Tanwar	Cnetric	TINJIRIT/CSE/24/049	08-Sep-23
50	20ETCCS099	Sanket Trivedi	Cnetric	TINJIRIT/CSE/24/050	08-Sep-23
51	20ETCCS100	Shubh Dad	Cnetric	TINJIRIT/CSE/24/051	08-Sep-23
52	20ETCCS101	Siddharth Sharma	Cnetric	TINJIRIT/CSE/24/052	08-Sep-23
53	20ETCCS109	Syed Nida Ali	Cnetric	TINJIRIT/CSE/24/053	08-Sep-23
54	20ETCCS112	Udit Kumawat	Cnetric	TINJIRIT/CSE/24/054	08-Sep-23
55	20ETCCS050	Himanshi Jain	Bhairavasoft	TINJIRIT/CSE/24/055	15-Sep-23
56	20ETCCS003	Aditya Sharma	In Time Tec	TINJIRIT/CSE/24/056	26-Sep-23
57	20ETCCS040	Garima Parmar	In Time Tec	TINJIRIT/CSE/24/057	26-Sep-23
58	20ETCCS087	Piyush Dave	In Time Tec	TINJIRIT/CSE/24/058	26-Sep-23
59	20ETCCS005	Akshat Audichya	Diligent	TINJIRIT/CSE/24/059	28-Sep-23
60	20ETCCS098	Sanjay Menaria	Diligent	TINJIRIT/CSE/24/060	28-Sep-23
61	20ETCCS106	Sudhanshu Dengra	Diligent	TINJIRIT/CSE/24/061	28-Sep-23
62	20ETCCS120	Yashasvi Jhala	Diligent	TINJIRIT/CSE/24/062	28-Sep-23
63	20ETCCS122	Yukti Jain	Diligent	TINJIRIT/CSE/24/063	28-Sep-23
64	20ETCCS066	Lakshit Kumawat	Advaiya	TINJIRIT/CSE/24/064	30-Nov-23
65	20ETCCS088	Pranjul Singh	Advaiya	TINJIRIT/CSE/24/065	30-Nov-23
66	20ETCCS013	Arzoo Bapna	AMEX	TINJIRIT/CSE/24/066	07-Dec-23
67	20ETCCS103	Somya Champawat	AMEX	TINJIRIT/CSE/24/067	07-Dec-23
68	20ETCCS104	Sonakshi Negi	AMEX	TINJIRIT/CSE/24/068	07-Dec-23
69	20ETCCS027	Deepansh Baya	Secure	TINJIRIT/CSE/24/069	24-Jan-24
70	20ETCCS009	Archi Pamecha	Arcgate	TINJIRIT/CSE/24/070	25-Jan-24
71	20ETCCS012	Aryaman Vyas	Arcgate	TINJIRIT/CSE/24/071	25-Jan-24
72	20ETCCS016	Bhanushree Chundawat	Arcgate	TINJIRIT/CSE/24/072	25-Jan-24
73	20ETCCS019	Burhanuddin	Arcgate	TINJIRIT/CSE/24/073	25-Jan-24
74	20ETCCS038	Dixant Mishra	Arcgate	TINJIRIT/CSE/24/074	25-Jan-24
75	20ETCCS041	Gaurav Jain	Arcgate	TINJIRIT/CSE/24/075	25-Jan-24
76	20ETCCS059	Kanishk Asawara	Arcgate	TINJIRIT/CSE/24/076	25-Jan-24
77	20ETCCS073	Mohammed Anjar	Arcgate	TINJIRIT/CSE/24/077	25-Jan-24
78	20ETCCS078	Neha Chouhan	Arcgate	TINJIRIT/CSE/24/078	25-Jan-24
79	20ETCCS110	Tehsil Mehmood Khan	Arcgate	TINJIRIT/CSE/24/079	25-Jan-24
80	20ETCCS111	Toyash Nagar	Arcgate	TINJIRIT/CSE/24/080	25-Jan-24
81	20ETCCS302	Deependra Sohil	Arcgate	TINJIRIT/CSE/24/081	25-Jan-24
82	20ETCCS045	Hanishika Mehta	IBM	TINJIRIT/CSE/24/082	08-Feb-24
83	20ETCCS049	Harshit Paneri	Infoweave	TINJIRIT/CSE/24/083	11-Mar-24
84	20ETCCS053	Himanshu Joshi	Wonder Cement	TINJIRIT/CSE/24/084	31-May-24
85	20ETCCS113	Varun Ameta	Wonder Cement	TINJIRIT/CSE/24/085	31-May-24
86	20ETCCS121	Yogesh Sankhla	Wonder Cement	TINJIRIT/CSE/24/086	31-May-24
87		Saloni Sharma	Capital pvt Ltd.	TINJIRIT/ME/24/001	30-Mar-23
88		Muffdal	Growupp	TINJIRIT/ME/24/002	10-Oct-23
89		Deependra Singh	Pyrotech	TINJIRIT/ME/24/003	19-Mar-24

11, July, 2024

Harshit Sharma

Address:- Vil- Madar,Udaipur, Rajasthan, 313001

Dear Harshit,

We are pleased to offer you the position of **Web Development Intern**. We are excited about the possibility of you interning with us from **15 July, 2024**.

This internship program will be held completely offline, where you will be working remotely from your office location, in the guidance of dedicated mentors. This internship shall commence with effect from your date of joining, in the event you fail to join latest by **15 July, 2024**, this agreement shall stand terminated.

This internship is for 3 months and is expected to last no longer than that. The education received by the Intern from the internship is for the express benefit of the Intern and you will not be entitled to wages/compensation/monetary benefits for the time spent in the internship.

As an intern at LakeBrains Technologies, you will be required to follow all company policies, especially those that prohibit any employee from divulging with them from any prior employer any proprietary information, trade secrets, proprietary materials, or processes of such former employer. The terms and conditions of your employment with the company shall be as follows:

Duties & Responsibilities

- You will be working remotely using personal laptop. Internet connection or no such facility will not be provided by the company.
- You will maintain a regular internship schedule determined by their supervisor.
- You will be required to submit all the artifacts (source code, documentation etc.) related to assignments to your supervisor.

Work Ethos -

- Being a result oriented company, we believe in flexible timings. The company expects every intern to put in minimum 8 work hours per day.
- Working schedule of this internship will be Monday to Friday 09:00 AM - 06:00 PM.
- Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and willingness to learn.
- Intern will obey the policies, rules and regulations of the Company site and comply with the Company's business practices and procedures.
- Compensation - This is a paid internship; in this you will be financially compensated for the duties performed at the company. Intern agrees that he/she is gaining valuable knowledge, experience, education, and training in Company's industry as consideration for the Duties and Responsibilities.

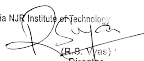
- **Fixed** - You will be eligible to receive a stipend of INR 3000 per month as fixed pay.
- **Leaves** - You will not be entitled to any leaves; however sick leaves are allowed at the discretion of the supervisor. If in case any longer period leaves (5) are taken due to some unavoidable circumstances, internship period shall get extended by the number of days of leaves.
- **Absorption in the Company** - The internship is related to an educational purpose and there is no guarantee or expectation that the activity will result in employment with the Company. At the end of the training period, your suitability for absorption in the Company will be at the discretion of the management on the basis of your performance during training and company requirement.
- **Intern Relationship** - Nothing in this Agreement shall be construed to create an employer-employee or principal-agent relationship between Intern and Company. Intern does not have the authority to bind Company in any manner whatsoever.
- **Confidentiality** - During the course of this Agreement, it may be necessary for Company to share proprietary information, including trade secrets, industry knowledge, and other confidential information, to Intern in order for Intern to complete the Duties and Responsibilities. Intern will not share any of this proprietary information at any time. Intern also will not use any of this proprietary information for his/her personal benefit at any time. This section remains in full force and effect even after termination of the Agreement by its natural termination or the early termination by either party.

Non-Disclosure -

- "Confidential Information" is proprietary information relating to Company's business including but not limited to: business and financial records, intellectual property, proprietary data, security measures, new products or services, forecasts, customer information, customer lists, methods, plans, documents, data, drawings, reports, models, inventions, formulas, processes, software, information systems, contracts, strategic planning, proposals, business alliances, and training materials, or any other proprietary business information that, if disclosed, could affect the business of the Company.
- Due to the privileged access that you will have to confidential information while interning at LakeDrains Technologies, you must not disclose any such information that he/she learns at the Internship to any other person or entity, unless required by applicable law or legal process.
- Without Company's prior written consent, Intern will not: (a) disclose Confidential Information to any third party; (b) make permit to be made copies or other reproductions of Confidential Information; or (c) make any commercial use of Confidential Information.
- The Intern agrees to return confidential materials upon Company's request. Intern shall immediately return all original materials provided by Company and any copies, notes or other documents in Intern's possession pertaining to Confidential Information.
- **Intellectual Property** - Intern agrees that any content provided to Intern by Company in order to perform Intern's Duties and Responsibilities, including but not limited to: images, videos, and text, copyrights or trademarks, remains solely owned by Company. Intern agrees that any content provided by Intern to the Company in the course of performing Intern's Duties and Responsibilities, including but not limited to: images, videos, and text, copyrights or trademarks, is solely and legally owned by Intern, but Intern Grants Company a nonexclusive, transferable, sub-licensable, royalty-free, worldwide license to use any such content in connection with Intern's Duties and Responsibilities. Any materials developed by the Company, making use of the content, remains the sole property of the Company. Any work product Intern may create during the course of this Agreement remains the sole property of the Company.

Termination -

- Company may at any time at its sole discretion terminate the Internship without notice or cause.
- This Agreement may be terminated at any time by Intern upon 1 month written notice to the Company; under no circumstances will Intern leave the Internship without first conferring with Intern's supervisor.
- Upon termination, Intern shall return all Company content, materials, and all Work Product to Company at its earliest convenience, but in no event beyond thirty (30) days after the date of termination.
- Further Company is not liable to provide an experience letter in case of early termination.
- **Representations and Warranties** - Both Parties represent that they are fully authorized to enter into this Agreement. The performance and obligations of either Party will not violate or infringe upon the rights of any third party or violate any other agreement between the Parties, individually, and any other person, organization, or business or any law or governmental regulation. Intern further represents that he/she is duly authorized to work in India and is of legal age to work.
- **Indemnity** - The Parties each agree to indemnify and hold harmless the other Party, its respective affiliates, officers, agents, employees, and

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 Director

For Techno India Noida Institute of Education

Director

- remaining period of notice.
- b. After confirmation, it can terminate your services by giving One month written notice to you or payment of salary in lieu thereof. However, it may relieve you at any time during the notice period and without any compensation other than the payment of salary in lieu of the remaining period of notice.
 - c. After confirmation, you may resign from services by giving One month written notice to the company or payment of salary in lieu thereof. If the exigencies of work so require, it 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 at its sole discretion.
 - d. The company has the right to terminate your service without notice or payment of salary in lieu thereof if you commit any breach of your duties and responsibilities under this contract of service or are found guilty of any gross negligence or misconduct which contravenes the express or implied conditions of your service.
 - e. When you want to resign from the job it is mandatory to give advance notice before 3 months (You should serve three months' notice period).

6) Confidentiality Obligation:

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in subparagraphs below.

- (a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products.
- (b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs.
- (c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans.
- (d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such

VRISHKAR CONSULTANCY SERVICES PRIVATE LIMITED

D.No. 18-5-180, Sapthagiri Nagar, K.T.Road, Tiruapti, Chittoor Dist, Andhra Pradesh-517501, For Techno India NIFT Institute of Technology

www.vrishkar.com

Director



8) Intellectual Property and Copyright:

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property. You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights. You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company. On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

9) Medical Fitness:

This appointment and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, the company may get this confirmed by its Medical Officer or the Medical Practitioner approved by the company.

10) General Conditions: You will be bound by the following:

- a. You will not engage in any trade or profession or undertake any employment, full or part-time, honorary or remunerator or seek membership of any local public body (ies) while in the service of the company. Without first obtaining written permission from the management of the company.

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Compensation Package:

Particulars	Per Month (in Rs.)	Per Annum (in Rs.)
1) Basic Salary	14,145.00	1,69,737.00
2) House Rent Allowance	5,658.00	67,895.00
3) Conveyance Allowance	1500.00	18,000.00
4) Dearness Allowance	0.00	0.00
5) Contribution to PF	1697.00	20,368.00
6) Special Allowance	2,000.00	24,000.00
Total Gross Salary	25,000.00	3,00,000.00

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Director



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Director



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **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 INR **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 INR **37,571/-** 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 INR **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.

Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay

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TCSL/DT20234818483

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

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

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

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TCS



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 INR **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.

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 INR **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 expenses 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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

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For Techno India NIT Institute of Technology
Rajasthan
Sector



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 10 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 ILP 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 in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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 probation 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.

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6



i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining

15. 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.

16. 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.

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com>. Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be

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8



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

19. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP 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. 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.

20. 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.

21. 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.

22. 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.

23. 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

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10



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 & Academic Interface



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

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

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12



Annexure 2

<p>AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat, India</p>	<p>BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p>BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p>CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p>DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303,India</p>	<p>HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</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, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</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, Kariyavottam P.O. Trivandrum-695581, India</p>

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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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For Techno India NIT Institute of Technology
A handwritten signature in black ink, appearing to be 'R. S. S.', is written over a circular stamp that contains the number '16'.



9. 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.

10. 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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For Techno India NIT Institute of Technology
18
18

6. Salary – Your CTC will be Rs. 5,50,000 per year. Salary will be paid monthly. Break-up of salary is mentioned below:

Basic Salary	3,85,000
HRA	1,15,000
Retention Bonus	50,000
Cost to Company (CTC)	5,50,000

7. Retention Bonus – You shall receive Retention Bonus after completing one year with the Company. This bonus will be paid out over the period of next 12 months. This bonus is renewable on completion of every 12 months with the Company but does not guarantee your employment for any specific period of time. The Company reserves the right to terminate you at any time and for any or no reason, subject to the provisions of your Employment Agreement with the Company. Tax will be deducted on this bonus amount as per government regulations. You must remain actively employed and in compliance with the Company's policies and directives concerning job performance and conduct as of payout date in order to earn and receive your Retention Bonus payment. In the event that you resign or the Company terminates your employment during the bonus Period, you will not be entitled to receive any Retention Bonus Payments.

8. Deductions –Tax will be deducted from your paycheck as per government regulations.

9. Holidays and Leaves –You will be entitled to 5 days of paid leave during your first year of employment. For second year and thereafter, you will be entitled to 10 days of paid leave per year. You are entitled to encash any unused paid leaves at the end of your employment year. These paid leaves are in addition to customary national holidays observed. You will be provided with the list of holidays on your first day of employment.


10. Work hours – Your manager will work with you to define your normal business hours.

11. Training – You will undergo AppPerfect training for 30 days from the start date of employment.

12. Service Agreement – As AppPerfect will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve AppPerfect for a minimum period of 2 years after joining.

For Techno India NRI Institute

Director

For Techno India NIT Institute of Technology

Director

6. Salary – Your CTC will be Rs. 6,00,000 per year. Salary will be paid monthly. Break-up of salary is mentioned below:

Basic Salary	4,15,000
HRA	1,25,000
Retention Bonus	60,000
Cost to Company (CTC)	6,00,000

7. Retention Bonus – You shall receive Retention Bonus after completing one year with the Company. This bonus will be paid out over the period of next 12 months. This bonus is renewable on completion of every 12 months with the Company but does not guarantee your employment for any specific period of time. The Company reserves the right to terminate you at any time and for any or no reason, subject to the provisions of your Employment Agreement with the Company. Tax will be deducted on this bonus amount as per government regulations. You must remain actively employed and in compliance with the Company's policies and directives concerning job performance and conduct as of payout date in order to earn and receive your Retention Bonus payment. In the event that you resign or the Company terminates your employment during the bonus Period, you will not be entitled to receive any Retention Bonus Payments.

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For Techno India NIT Institute of Technology

Director

For Techno India NIT Institute of Technology

Director

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For Techno India NRI Institute

Director



For Techno India NIT Institute of Technology

Director

6. Salary – Your CTC will be Rs. 5,50,000 per year. Salary will be paid monthly. Break-up of salary is mentioned below:

Basic Salary	3,85,000
HRA	1,15,000
Retention Bonus	50,000
Cost to Company (CTC)	5,50,000

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For Techno India NIT Institute of Technology

Director

For Techno India NJR Institute of Technology

Director

For Techno India NIT Institute of Technology

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For Techno India NRI Institute of Technology

Director

For Techno India NIT Institute of Technology

Director

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Director

For Techno India NIT Institute of Technology

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Director

For Techno India NRI Institute of Technology

Director

For Techno India NJR Institute of Technology

Director

- **Compensation** - This is a paid internship; in this you will be financially compensated for the duties performed at the company. Intern agrees that he/she is gaining valuable knowledge, experience, education, and training in Company's industry as consideration for the Duties and Responsibilities.
- **Fixed** - You will be eligible to receive a stipend of INR 10000 per month as fixed pay.
- **Leaves** - You will not be entitled to any leaves; however sick leaves are allowed at the discretion of the supervisor. If in case any longer period leaves (>7.5) are taken due to some unavoidable circumstances, internship period shall get extended by the number of days of leaves.
- **Absorption in the Company** - The internship is related to an educational purpose and there is no guarantee or expectation that the activity will result in employment with the Company. At the end of the training period, your suitability for absorption in the Company will be at the discretion of the management on the basis of your performance during training and company requirement.
- **Intern Relationship** - Nothing in this Agreement shall be construed to create an employer-employee or principal-agent relationship between Intern and Company. Intern does not have the authority to bind Company in any manner whatsoever.
- **Confidentiality** - During the course of this Agreement, it may be necessary for Company to share proprietary information, including trade secrets, industry knowledge, and other confidential information, to Intern in order for Intern to complete the Duties and Responsibilities. Intern will not share any of this proprietary information at any time. Intern also will not use any of this proprietary information for his/her personal benefit at any time. This section remains in full force and effect even after termination of the Agreement by its natural termination or the early termination by either party.

Non-Disclosure -


- "Confidential Information" is proprietary information relating to Company's business including but not limited to: business and financial records, intellectual property, proprietary data, security measures, new products or services, forecasts, customer information, customer lists, methods, plans, documents, data, drawings, reports, models, inventions, formulas, processes, software, information systems, contracts, strategic planning, proposals, business alliances, and training materials, or any other proprietary business information that, if disclosed, could affect the business of the Company.
- Due to the privileged access that you will have, to confidential information while interning at LakeBrains Technologies, you must not disclose any such information that he/she learns at the Internship to any other person or entity, unless required by applicable law or legal process.
- Without Company's prior written consent, Intern will not: (a) disclose Confidential Information to any third party; (b) make or permit to be made copies or other reproductions of Confidential Information; or (c) make any commercial use of Confidential Information.
- The Intern agrees to return confidential materials upon Company's request, Intern shall immediately return all original materials provided by Company and any copies, notes or other documents in Intern's possession pertaining to Confidential Information.
- **Intellectual Property** - Intern agrees that any content provided to Intern by Company in order to perform Intern's Duties and Responsibilities, including but not limited to, images, videos, and text, copyrights or trademarks, remains solely owned by Company. Intern agrees that any content provided by Intern to the Company in the course of performing Intern's Duties and Responsibilities, including but not limited to, images, videos, and text, copyrights or trademarks, is solely and legally owned by Intern, but Intern Grants Company a nonexclusive, transferable, sub-licensable, royalty-free, worldwide license to use any such content in connection with Intern's Duties and Responsibilities. Any materials developed by the Company, making use of the content, remains the sole property of the Company. Any work product Intern may create during the course of this Agreement remains the sole property of the Company.

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- Upon termination, Intern shall return all Company content, materials, and all Work Product to Company at its earliest convenience, but in no event beyond thirty (30) days after the date of termination.
- Further Company is not liable to provide an experience letter in case of early termination.
- **Representations and Warranties** - Both Parties represent that they are fully authorized to enter into this Agreement. The performance and obligations of either Party will not violate or infringe upon the rights of any third-party or violate any other agreement between the Parties,

For Techno India NRI Institute

 Director

For Techno India NJR Institute of Technology

Director


- **Compensation** - This is a paid internship; in this you will be financially compensated for the duties performed at the company. Intern agrees that he/she is gaining valuable knowledge, experience, education, and training in Company's industry as consideration for the Duties and Responsibilities.
- **Fixed** - You will be eligible to receive a stipend of INR 10000 per month as fixed pay.
- **Leaves** - You will not be entitled to any leaves; however sick leaves are allowed at the discretion of the supervisor. If in case any longer period leaves (>7.5) are taken due to some unavoidable circumstances, internship period shall get extended by the number of days of leaves.
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For Techno India NRI Institute

 Director

For Techno India NIT Institute of Technology

Director


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For Techno India NIT Institute of Technology

 Director

For Techno India NIT Institute of Technology

Director


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For Techno India NRI Institute

 Director

For Techno India NIT Institute of Technology

Director


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For Techno India NRI Institute

 Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
 Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
 E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Aditya Sharma**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup		
Total Annual CTC		550000
Particulars		
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
 7008842513

For Techno India NITF Institute of Technology
 Director

TJNJRIT/CSE/24/057

CIN: U72200RJ2009PTC028316

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E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Garima Parmar
E-mail: - garimaparmar999@gmail.com
Mobile- 9521321891

Dear **Garima Parmar**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs.**

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.

If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.

A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

For Techno India NIT Institute of Technology
Director

CIN: U72200RJ2009PTC028316

in time tec

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Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.


Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.

The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

For Techno India NJR Institute of Technology

Director

CIN: U72200RJ2009PTC028316

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Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.

The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.

In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the

Signature

Name:

Date:

For Techno India HR Institute of Technology

Director

CIN: U72200RJ2009PTC028316

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Salary Break-up Letter after Internship Confirmation

Dear **Garima Parmar**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		550000
Particulars	Monthly	
Total Monthly CTC (A)	45,833	
Employee Benefits (Deductible) (B)	4,252	
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)	41,581	
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)	1,800	
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)	39,781	

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
7008842513

For Techno India Nilgiris Technologies
 Director

TJNJRIT/CSE/24/058

CIN: U72200RJ2009PTC028316

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E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Piyush Dave
E-mail: - davepiyush811@gmail.com
Mobile- 8769073240

Dear **Piyush Dave**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs.**

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.

If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.

A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

For Techno India NITW Institute of Technology
Director

CIN: U72200RJ2009PTC028316

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InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.

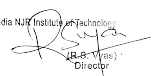
Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.

The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

For Techno India NITW Institute of Technology

Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.

The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.

In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the

Signature

Name:

Date:

For Techno India NJR Institute of Technology

Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Piyush Dave**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		550000
Particulars		Monthly
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
7008842513

For Techno India NJP Institute of Professional Education
Director

TJNRJT/CSG/24/059



Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Akshat Audichya

Sub: Provisional Offer Letter for Training Program.

Dear Akshat,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive,
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No.5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For Techno India NITP India Pvt. Ltd.

Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For **Diligent Global Tech Consulting Pvt. Ltd.**

Name of the Candidate



Shahat

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For Techno India HR Institute (Techno India HR Institute)
Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Yours sincerely

For Diligent Global Tech Consulting Pvt. Ltd.



Name of the Candidate
Sanjay Menaria

Acknowledgment
(Signature)

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit LYT, Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Sanjay Menaria

Sub: Provisional Offer Letter for Training Program.

Dear Sanjay,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive.
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit LYT, Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

(Signature)

TINJRTT/CSE/24/060

TINJRIT/CSE/24/064



Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Sudhanshu Dengra

Sub: Provisional Offer Letter for Training Program.

Dear Sudhanshu,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive,
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For Techno India NITK Institute of Technology
Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For **Diligent Global Tech Consulting Pvt. Ltd.**

Name of the Candidate



North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

For Techno India NITK Institute of Technology
Director



Date: 1st September, 2023

Sudhanshu Dengra

Letter of Internship

Dear Sudhanshu,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

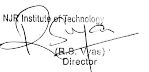
- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


For Techno India (IIT) Institute of Technology
(GATEWAY TO KNOWLEDGE)
Director

TINJRT/CS E/24/062



Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Yashasvi Jhala

Sub: Provisional Offer Letter for Training Program.

Dear Yashasvi,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive,
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For: Techno India NIT Institute of Technology

Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For **Diligent Global Tech Consulting Pvt. Ltd.**

Name of the Candidate



North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For Techno India NIT (Institute of Technology)
Director



Date: 1st September, 2023

Yashasvi Jhala

Letter of Internship

Dear Yashasvi,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:


- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


Rishi
Director

• In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.

• On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.

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• You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.

• You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For Diligent Global Tech Consulting Pvt. Ltd.

Name of the Candidate
Yukti



Human Resources

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

TJNJRT/CSE/24/063



Diligent
Creating with Consistency

Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Yukti Jain

Sub: Provisional Offer Letter for Training Program.

Dear Yukti,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive.
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081



Date: 1st September, 2023

Yukti Jain

Letter of Internship

Dear Yukti,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

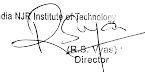
- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
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- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


For Techno India NITW Institute of Technology
(Rishi)
Director

6/20/24, 3:51 PM

TechnoNJR Institute of Technology Mail - Fwd: Congratulations on Successful College Placements | Advaiya



TJNJRIT/CSE/24/064
TJNJRIT/CSE/24/065
Akhilesh Deep <akhilesh.arya@technonjr.org>

Fwd: Congratulations on Successful College Placements | Advaiya

1 message

Nikita Menariya <nikita.menariya@technonjr.org>
To: Akhilesh Deep <akhilesh.arya@technonjr.org>

Thu, Jun 20, 2024 at 2:16 PM

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

From: TPO Techno India NJR <tpo@technonjr.org>
Date: Wed, Mar 20, 2024 at 12:29 PM
Subject: Fwd: Congratulations on Successful College Placements | Advaiya
To: <nikita.menariya@technonjr.org>

Thanks & Regards
Akhilesh Arya
Asst. Prof & TPO
Techno India NJR Institute of Technology
Udaipur-313001 (Rajasthan)
Website: <https://technonjr.org>
Ph: 8696932769

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

From: Sameer Bawa <Sameer.Bawa@advaiya.com>
Date: Thu, Nov 30, 2023 at 11:01 AM
Subject: Congratulations on Successful College Placements | Advaiya
To: tpo@technonjr.org <tpo@technonjr.org>
Cc: Ruchika Godha <Ruchika.Godha@advaiya.com>, Shishir Garg <Shishir.Garg@advaiya.com>, Chandan Kumar <Chandan.Kumar@advaiya.com>, Ishika Mogra <Ishika.Mogra@advaiya.com>

Hello Yogendra

I hope this email finds you well. I am writing to inform you about the final selection of candidates from Techno college for placement at Advaiya.

We are pleased to announce about the status of the following students in our company:

Lakshit	Kumawat	Techno College	Selected
Pranjul	Singh	Techno College	Selected
Divya	Kavdia	Techno College	Waitlisted

For Techno India NJR Institute of Technology
Akhilesh Deep
Director

6/20/24, 3:51 PM

Techno NJR Institute of Technology Mail - Fwd: Congratulations on Successful College Placements | Advaiya

We were impressed by the skills, knowledge, and enthusiasm demonstrated by these candidates during the interview process.

To facilitate a smooth transition, we request your assistance in coordinating with the selected candidates and guiding them through the necessary documentation. Additionally, please inform the candidates & suggest a joining date after their exams.

As next steps,

- Selected candidates would be working as Intern for the first 6 months where they will be going through various trainings and learning modules to excel in their career Stipend offered will be Rs.8000/Month with 100% retention.
- After 6 months as an Intern and completing their final exams, They will be converted to MTS for a period of 3 months (tenure depending upon performance) and Stipend paid will be Rs.15000 with 20% Retention.
- Successfully completing the 3 months as MTS and being evaluated by the practice directors or team managers they will be converted to Associate where they will be getting paid with salary starting from 4.5 LPA.

We appreciate the support and cooperation of your institution throughout the recruitment process.

We look forward to a successful collaboration with your institution in the future and thank you once again for your partnership.

Thanks and regards,

Sameer Bawa | Associate – Employee Effectiveness

Mobile: +91 7809542423

Advaiya
Making Technology Work

Tailored digital transformation solutions
with business applications, analytics and cloud



Contact: +91 22 6259 0570 | www.advaiya.com | [in](#)

Bellevue | Udaipur | Nashville | Mumbai

For Techno India NJR Institute of Technology
Director



American Express (India) Private Limit
Commercial Block - 3, (Zone - 6)
DLF City, Phase - V
Gurgaon - 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **7-Dec-23**

NAME:- **Arzoo Bapna**

ADDRESS OF INSTITUTE:- **Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur, Rajasthan- 31300.**

Dear **Arzoo Bapna**

Reference: Letter dated **7-Dec-23** to The Chairman **Techno India NJR Institute of Technology**

This is with reference to the abovementioned Letter dated **7-Dec-23**, wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **22-Jan-24** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment.
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director - India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:



Name : **Arzoo Bapna**

Date Signed: 07-Dec-2023 | 7:07:15 AM MST



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

7-Dec-23

The Chairperson, Placements

Techno India NJR Institute of Technology

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Arzoo Bapna** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **22-Jan-24** till **28-Jun-24**. The student during the period of internship/ training shall abide by the Organization policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our organization.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Bangalore** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this training does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

DocuSigned by:
81F8673BA1E2486

Arzoo Bapna

07-Dec-2023 | 7:06:39 AM MST

6. Salary – Your CTC will be Rs. 6,00,000 per year. Salary will be paid monthly. Break-up of salary is mentioned below:

Basic Salary	4,15,000
HRA	1,25,000
Retention Bonus	60,000
Cost to Company (CTC)	6,00,000

7. Retention Bonus – You shall receive Retention Bonus after completing one year with the Company. This bonus will be paid out over the period of next 12 months. This bonus is renewable on completion of every 12 months with the Company but does not guarantee your employment for any specific period of time. The Company reserves the right to terminate you at any time and for any or no reason, subject to the provisions of your Employment Agreement with the Company. Tax will be deducted on this bonus amount as per government regulations. You must remain actively employed and in compliance with the Company's policies and directives concerning job performance and conduct as of payout date in order to earn and receive your Retention Bonus payment. In the event that you resign or the Company terminates your employment during the bonus Period, you will not be entitled to receive any Retention Bonus Payments.

8. Deductions – Tax will be deducted from your paycheck as per government regulations.

9. Holidays and Leaves – You will be entitled to 5 days of paid leave during your first year of employment. For second year and thereafter, you will be entitled to 10 days of paid leave per year. You are entitled to encash any unused paid leaves at the end of your employment year. These paid leaves are in addition to customary national holidays observed. You will be provided with the list of holidays on your first day of employment.

10. Work hours – Your manager will work with you to define your normal business hours.

11. Training – You will undergo AppPerfect training for 30 days from the start date of employment.

12. Service Agreement – As AppPerfect will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve AppPerfect for a minimum period of 2 years after joining.

AppPerfect

Plot No. H-21, IT Park, RIICO Industrial Area, MIA (Extn.) Udaipur (Raj.)
Email: admin@appperfect.com / Web: www.appperfect.com

August 5, 2023

Arzoo Bapna
Udaipur (Raj.)

Dear Ms. Bapna:

Having reviewed your educational and other credentials, and discussed our requirements with you, we are happy to offer you full-time employment with AppPerfect. Details of the offer are as follows:

1. Employment Agreement – reviewing and agreeing to AppPerfect's "Employment Agreement for Technical Employee".

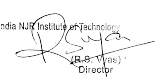
2. Designation – Your designation will be that of a **Software Engineer**.

3. Job Duties – As a Software Engineer, your primary duties include, but are not limited to, the following:

Develop, enhance and maintain software programs. Develop new modules based on provided specifications. Enhance existing modules with new features. Fix bug and provide general maintenance of existing program modules. Additional duties include interacting with customers to resolve implementation issues and write and review product documentation.

4. Compliance – While working at AppPerfect, you agree to comply with all company rules, policies and standards.

5. No Conflicts – You agree not to undertake employment, whether full-time or part-time, as a Director/partner/member/employee of any other organization or entity engaged in any form of business activity without the written consent of AppPerfect.

For Techno India NIT Institute of Technology

Director

13. Termination – After successful completion of 2 years of service agreement, you may terminate employment without cause with a 90 days’ notice.

AppPerfect may terminate your employment ANY time (including the 2-year service agreement period) with or without cause or notice.

14. Start Date – Your start date will be communicated to you within a few days.

15. Document Verification – On the first day of employment, please bring along all documents, in original, that verifies your age, qualification and work experience.

16. Confidentiality – This offer letter and its content are confidential. You may not share this letter or disclose its content with anyone unless required by law. Unauthorized disclosure of this letter and its content will lead to immediate termination of this job offer

17. Acceptance – To accept this offer, review this offer letter, sign and return us the document.

Feel free to contact me if you have any questions. We look forward to working with you.

Best Regards,



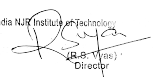
Sandeep K.
Manager HR / Operations
AppPerfect

I ACCEPT

Signature

Name

Date

For Techno India NJR Institute of Technology

Director



American Express (India) Private Limit
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **7-Dec-23**

NAME:- **somya champawat**

ADDRESS OF INSTITUTE:- **Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur, Rajasthan- 31300**

Dear **somya champawat**

Reference: Letter dated **7-Dec-23** to The Chairman **Techno India NJR Institute of Technology**

This is with reference to the abovementioned Letter dated **7-Dec-23**, wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **22-Jan-24** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment.
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:

Name : **somya champawat**

Date Signed: 07-Dec-2023 | 6:06:22 AM MST



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

7-Dec-23

The Chairperson, Placements

Techno India NJR Institute of Technology

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **somya champawat** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **22-Jan-24** till **28-Jun-24**. The student during the period of internship/ training shall abide by the Organization policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our organization.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Gurgaon** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this training does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment



somya champawat

07-Dec-2023 | 6:03:08 AM MST



American Express (India) Private Limit
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **7-Dec-23**

NAME:- **Sonakshi Negi**

ADDRESS OF INSTITUTE:- **Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur, Rajasthan- 31300.**

Dear **Sonakshi Negi**

Reference: Letter dated **7-Dec-23** to The Chairman **Techno India NJR Institute of Technology**

This is with reference to the abovementioned Letter dated **7-Dec-23**, wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **22-Jan-24** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment.
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:

Name : **Sonakshi Negi**

Date Signed: 07-Dec-2023 | 5:49:54 AM MST



American Express (India) Private Limit
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

7-Dec-23

The Chairperson, Placements

Techno India NJR Institute of Technology

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Sonakshi Negi** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **22-Jan-24** till **28-Jun-24**. The student during the period of internship/ training shall abide by the Organization policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our organization.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Bangalore** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this training does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

DocuSigned by:

4C56738760F441E
Sonakshi Negi

07-Dec-2023 | 5:43:13 AM MST

TINJRIT/CSE/24/069

SECURE

HR: Secure: LOI: GET:2024

Date: 24.01.2024

Warm Welcome

Ms. Deepansha Baya
57, Ekling Colony
Girwa, Sector - 3, Udaipur
Rajasthan

Phone No. 9588232475

Dear Deepansha

Welcome to Secure family.

We are pleased to offer you the position of **Graduate Engineer Trainee (GET)** on the same terms & conditions as agreed mutually. You are required to join your duties on or before **01st Jul 2024** at Udaipur.

The appointment letter will be issued to you after your joining. Duplicate copy of this letter of intent may please be returned to us, duly signed as a token of your acceptance of offer.

The day you join us, please arrive at Udaipur office at 9:30 am. One of our member will be happy to walk through our office, familiarizing you with our work culture, environment and introduce you to your team.

We also hope that our association will be a long, fruitful and mutually satisfactory one. Once again, a very warm welcome to you.

For Secure Meters Limited



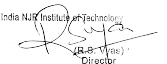
Authorized Signatory

Deepansha Baya

Secure Meters Limited
P.O. Box 80
Pratapnagar Industrial Area
Udaipur 313 003, India

p: +91 294 2492300-305
f: +91 294 2492310
e: mktg@securemeters.com
www.securemeters.com

Registered Office
"E" Class
Pratapnagar Industrial Area
Udaipur 313 003, India
CIN No: U74999RJ2014PT00029106

For Techno India NIT Industrial Technology

Director

TINJRIIT/CS E/24/070

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Ms. Archi Pamecha,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

Director

TINJRIIT/CSE/24/071

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Aryaman Vyas,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

Director

TINJRIIT/CSG/24/072

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Ms. Bhanushree Chundawat,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

R. S. Singh
Director

TINJRIT/CSG/24/073

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Burhanuddin,

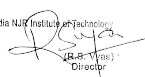
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NIT Institute of Technology

R. S. Singh
Director

This is to certify that I have gone through and understood all the terms and conditions mentioned in all the Annexure and I hereby accept and agree to abide by them:

Name:

Signature:

Date:

Place:

Cnetric Enterprise Solutions (P) Ltd, No. 8/2, Novel Office Centre, Halasuru Road, Bangalore 560042, Karnataka, India. www.cnetric.com, CIN-U72200KA2003PTC032996



INTERNSHIP OFFER LETTER

Confidential

Date: 8th September 2023

Dear **Burhanuddin**,

We are pleased to offer you an **Internship** with Cnetric Enterprise Solutions Pvt Ltd, Bangalore.

Your internship training in the course **AI/ML** will begin on **8th September 2023** and end by **31st December 2023**. All training will be provided in the premises of Techno NJR Udaipur, Rajasthan. On successful completion of the course and certification, and a proof of concept project assigned to you, you will be offered a paid internship with us. A new offer letter with revised terms will be shared with you at that time.

To accept this offer, you need to sign this letter and the bottom of every page of the Cnetric Service Agreement attached along with this and return to HR via email by end of day on 4th September 2023.

In case of further clarifications, please communicate with the HR team Email: hr@cnetric.com

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

For Cnetric Enterprise Solutions Pvt Ltd,

M P Pramod
Director - HR

Signature of Associate

Certificate of Intent

Cnetric Enterprise Solutions (P) Ltd, No. 8/2, Novel Office Centre, Halasuru Road, Bangalore 560042, Karnataka, India. www.cnetric.com, CIN-U72200KA2003PTC032996

TJNJRIT/CSE/24/074

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Dixant Mishra,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

R. S. Mishra
Director

TJNRIT/CSE/24/075

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Gaurav Jain,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 19,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India Institute of Technology
Rajasthan
Director

TJNJRIT/CSE/24/076

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Kanishk Asawara,

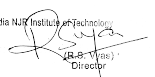
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NRI Institute of Technology

R. S. Jaiswal
Director

TINJRIIT|CSG|24|077

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Mohammed Anjar,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 19,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NITK Institute of Technology
Director

TINJIRIT/CSG/24/078

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Ms. Neha Chouhan,

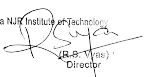
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NIT Institute of Technology

R. S. Singh
Director

TJNJRT/CSG/24/079

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Tehlil Mehmood Khan,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India India Pvt. Ltd. Technology
Director

TJNJRTT/CSE/24/080

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Tayash Nagar,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 19,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NIT Institute of Technology

R. S. Singh
Director

TINJRIIT/CSG/24/081

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Deependra Sohil,

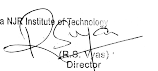
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

R. S. Singh
Director

TINJRIIT/CSG/24/082



February 8, 2024

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Hanshika Mehta

We are pleased to offer you a permission letter for project training as an Intern from February 23, 2024 to August 22, 2024. During your Internship assignment, you will be working on the assignment at Bangalore and paid a stipend of INR 30000/-per month. You will report to Vitta, Srikant (srikant.vitta@in.ibm.com) in Bangalore. At the end of the internship, you will submit a copy of your report to the Company. You may contact your manager for further guidance on your project.

To facilitate relocation (As per IBM policy, provided your current location in India is more than 100 kms from your offered work location), you are entitled to a one time relocation allowance of a flat amount of INR 35000/- which will enable you to make necessary arrangements for your travel, accommodation and conveyance in your location during the course of your Internship with IBM and will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. Please note that this one time relocation allowance is subject to appropriate income tax deductions as per applicable law and is a one time payment which is paid out with the first month Stipend.

This is a temporary internship assignment which may be terminated at any time by you or IBM and does not imply any commitment by IBM to regular employment.

Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of IBM and act in accordance with the values and principles of the Company.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.



- Any change of joining date must be sent to islcampus@in.ibm.com at least 5 days prior to your original joining date. The new joining date must be a Tuesday, Wednesday, or Thursday and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Embassy Golf Link, Block C, 1st Floor, Training Room – Fountain Head and Phoenix, Koramangala, Intermediate Ring Road, Bangalore – 560071. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.
- This offer is contingent upon you being fully COVID-19 vaccinated when there is a requirement during your tenure at IBM. During the Onboarding process you will be asked to confirm your vaccination status and if not fully vaccinated you will be asked to provide a justification for the same. The specific procedure for you to submit your vaccination status and any justification for non-vaccination will be separately communicated to you. It is your responsibility to produce vaccination status or proof to any regulatory authorities if and when requested.

Group Personal Accident Plan:



This is a company paid benefit which provides group personal accident coverage to all Interns of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is INR 500,000/-. Coverage applies world-wide, 24 hours a day.

Please contact us via internshiring@in.ibm.com for any queries regarding your internship assignment.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)



Date: 9th September, 2023

Hanshika Mehta

Letter of Internship

Dear Hanshika,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

- 1) Date of Joining: 9th September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,

Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677

TJNRIT/CSE/24/083

DATAWEAVE
Infoweave Analytics Pvt. Ltd.

Date: 11th March 2024

To Harshit Paneri,

Dear Harshit,

Subject: Internship Offer Letter

Further to our discussions, we are pleased to offer you the position of "Intern" with **Infoweave Analytics Private Limited**, a private limited company incorporated under the Companies Act, 2013, a wholly owned subsidiary of Dataweave Private Limited, a company incorporated under Singapore laws and owner of the brand "Dataweave".

Your internship with the Company will start on 14th March 2024 for 6 months. The Notice Period would be 30 Days if you quit the internship within 6 months.

You will be paid an internship fee of **INR 25,000*/-** per month for the duration of the internship.

On your date of joining, you are requested to report at Infoweave Analytics Pvt. Ltd. at # Office # 206, Regus Supreme (Jayanagar) Supreme Overseas Exports Building, 44/1, 1ST & 2ND Floor, 16th cross, Jayanagar 7th block (West), Bangalore – 560070.

To complete the joining formalities ensure you have the details mentioned below on the date of joining:

- Four recent passport-size photographs
- Copies of documents in support of educational qualifications along with the originals (the originals will be returned after verification)
- NOC from College / Institution (if required)
- Copy of your PAN card
- Address Proof

By signing & accepting this Offer letter, you confirm your desire and ability to join the services of the Company by [14th March 2024].

We take this opportunity to welcome you on board and wish you a long and successful association with Infoweave Analytics Pvt. Ltd

Best wishes,

Authorized Signatory

Name: Ashwini_Karthik

Designation: Associate Vice President – Human Resources

Date: 14th March 2024

With the signature below, I accept this offer for employment with Infoweave Analytics Pvt. Ltd.

Harshit

Candidate's Name: Harshit Paneri

Date: 11th March 2024

For Techno India NIFT Institute of Technology
[Signature]
Director



www.technonjr.org

TECHNO INDIA NJR INSTITUTE OF TECHNOLOGY

Approved by AICTE & Affiliated to Rajasthan Technical University

NJR Knowledge Campus, Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur - 313003 (Raj.)
Tel. : +91 294 2650214-17, +91 86969 32800 Email : technonjr@gmail.com, director@technonjr.org

Date: - 13th March, 2024

No Objection Certificate

Harshit Paneri s/o Rajesh Menaria is an undergraduate student in the department of Computer Science and Engineering at Techno India NJR Institute of Technology, Udaipur (Raj), 313003. He has got selected for a Full-time internship in the below mentioned company

Name: Infoweave Analytics Pvt. Ltd

Designation: DevOps Intern

The college and department of Computer Science Engineering has no objection in his undergoing Full-time Internship.

As his final year examinations are still pending hence, he has to appear for the exam as per the schedule provided by RTU. Also, we suggest you to provide the preparation leave of 1 week before the University examinations. All the internal examinations and practical examinations will be conducted on weekends, timetable of the same will be prior notified to the HR.

Akhilesh Deep Arya

Asst. Prof & Training Placement Officer

Techno India NJR Institute of Technology

Udaipur-313001 (Rajasthan)

Ph: 8696932769

For Techno India NJR Institute of Technology

Director



Date: 1st September, 2023

Harshit Paneri

Letter of Internship

Dear Harshit,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


Director

Your formal appointment letter will be issued on submission of all joining related documents.

We welcome you to the Wonder Cement Family and look forward to having a long and happy association with us. Please, acknowledge the receipt as a token of acceptance of this offer, which stands valid till **06-06-2024**

Thanking you.

Yours Faithfully

For **WONDER CEMENT LIMITED**

Anjali Banga

Anjali Banga
Chief Human Resources Officer

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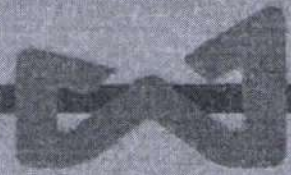
WONDER CEMENT LIMITED

Corporate Office: 17, Old Fatehpura, Near Seva Mandir, Udaipur - 313 004, Rajasthan (India)
Tel: +91-294-2777777, Fax: +91-294-2777140, E-mail: corp.office@wondercement.com

Registered Office: Makrana Road, Madanganj, Kishangarh - 305 801, District - Ajmer, Rajasthan (India)
Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205

WONDER
CEMENT



TJNRIT/CSG/24/084

Ref. No. WCL/HR/2024

Date: 31-05-2024

Mr. HIMANSHU JOSHI

**366, tewta chowk, paneriyo ki madri ,
Oppo sector 6 police station,
Udaipur (Raj) , 313001**

Subject: Letter of Intent

Dear Mr. JOSHI, ,

With reference to your application and subsequent interview with us, we are pleased to offer you the post of **"G.E.T (IT)"** on the terms and conditions as discussed and agreed.

You are requested to submit the following documents at the time of joining:

- Original & Xerox copies of your educational certificates (Verified through DigiLocker & Self attested):
 - i. 10th & 12th mark sheet
 - ii. Degree & Mark Sheets (Year-wise / Semester-wise marks sheets)
 - iii. PG Mark Sheets (Year-wise / Semester-wise marks sheets)
- All previous work experience certificates:
 - i. Copy of Relieving letters or work Experience letters (Self attested)
 - ii. Copy of your current employment: Appointment letter, Relieving letter and latest pay slip (Self attested).
- Copy of Address Proof: Aadhar Card / Ration Card / Passport / Driving License
Voter ID & Domicile Certificate (Verified through DigiLocker & Self attested).
- Pre-Employment Medical Fitness Certificate in the prescribed format from a M.B.B.S. Doctor, duly signed with seal along with Medical reports.
- Copy of PAN Card (through DigiLocker & Self attested), Canceled Cheque / Bank Passbook (Self attested).
- 5 Colored recent passport size photographs.

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WONDER CEMENT LIMITED

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Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205

WONDER
CEMENT





Ref. No. WCL/HR/2024

Date: 31-05-2024

Mr. VARUN AMETA

**19 R-3 Jai Shree Colony
Dhulkot Chauraha
Udaipur (Raj) , 313004**

Subject: Letter of Intent

Dear Mr. AMETA,

With reference to your application and subsequent interview with us, we are pleased to offer you the post of **"G.E.T (IT)"** on the terms and conditions as discussed and agreed.

You are requested to submit the following documents at the time of joining:

- Original & Xerox copies of your educational certificates (Verified through DigiLocker & Self attested):
 - i. 10th & 12th mark sheet
 - ii. Degree & Mark Sheets (Year-wise / Semester-wise marks sheets)
 - iii. PG Mark Sheets (Year-wise / Semester-wise marks sheets)
- All previous work experience certificates:
 - i. Copy of Relieving letters or work Experience letters (Self attested)
 - ii. Copy of your current employment: Appointment letter, Relieving letter and latest pay slip (Self attested).
- Copy of Address Proof: Aadhar Card / Ration Card / Passport / Driving License
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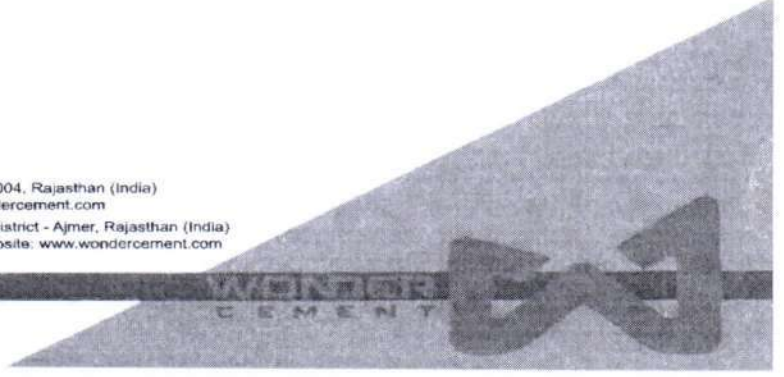
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Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205





Your formal appointment letter will be issued on submission of all joining related documents.

We welcome you to the Wonder Cement Family and look forward to having a long and happy association with us. Please, acknowledge the receipt as a token of acceptance of this offer, which stands valid till **06-06-2024**

Thanking you.

Yours Faithfully

For WONDER CEMENT LIMITED

Anjali Banga
Chief Human Resources Officer

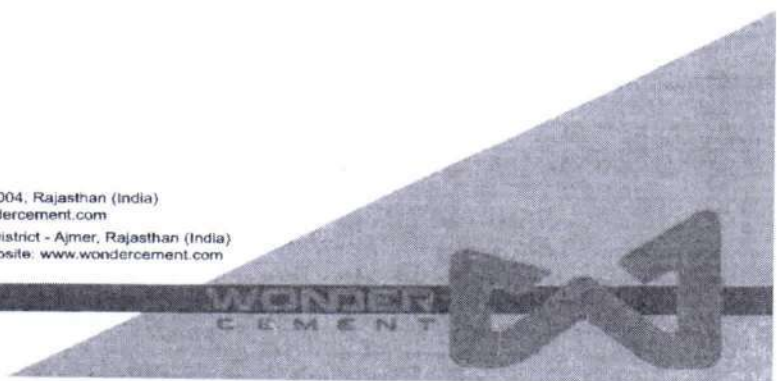
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CIN: U26943RJ2005PLC021205



For Techno India NIT Institute of Technology

R. S. Singh
Director

February 8, 2024

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Hanshika Mehta,

We are delighted to invite you to join IBM as an Delivery Consultant Intern.

You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM, you will be a part of a diverse team where you will meet and work with new people from different cultures to tackle challenges from a fresh perspective. IBM gives you the ability to be yourself and freely express your ideas with colleagues from around the world. The sky is the limit to what you can do.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries –bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your Internship Letter is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





February 8, 2024

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Hanshika Mehta

We are pleased to offer you a permission letter for project training as an Intern from February 23, 2024 to August 22, 2024. During your Internship assignment, you will be working on the assignment at Bangalore and paid a stipend of INR 30000/-per month. You will report to Vitta, Srikant (srikant.vitta@in.ibm.com) in Bangalore. At the end of the internship, you will submit a copy of your report to the Company. You may contact your manager for further guidance on your project.

To facilitate relocation (As per IBM policy, provided your current location in India is more than 100 kms from your offered work location), you are entitled to a one time relocation allowance of a flat amount of INR 35000/- which will enable you to make necessary arrangements for your travel, accommodation and conveyance in your location during the course of your Internship with IBM and will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. Please note that this one time relocation allowance is subject to appropriate income tax deductions as per applicable law and is a one time payment which is paid out with the first month Stipend.

This is a temporary internship assignment which may be terminated at any time by you or IBM and does not imply any commitment by IBM to regular employment.

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To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.



- Any change of joining date must be sent to islcampus@in.ibm.com at least 5 days prior to your original joining date. The new joining date must be a Tuesday, Wednesday, or Thursday and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Embassy Golf Link, Block C, 1st Floor, Training Room – Fountain Head and Phoenix, Koramangala, Intermediate Ring Road, Bangalore – 560071. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.
- This offer is contingent upon you being fully COVID-19 vaccinated when there is a requirement during your tenure at IBM. During the Onboarding process you will be asked to confirm your vaccination status and if not fully vaccinated you will be asked to provide a justification for the same. The specific procedure for you to submit your vaccination status and any justification for non-vaccination will be separately communicated to you. It is your responsibility to produce vaccination status or proof to any regulatory authorities if and when requested.

Group Personal Accident Plan:



This is a company paid benefit which provides group personal accident coverage to all Interns of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is INR 500,000/-. Coverage applies world-wide, 24 hours a day.

Please contact us via internshiring@in.ibm.com for any queries regarding your internship assignment.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)



SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



IBM CONFIDENTIAL

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my internship with International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), and the payment to me of a stipend or other compensation related to my internship, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my internship, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. Once my IBM internship ends, or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. I understand I am not prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

(a) During my internship with IBM and six months thereafter, I will not directly or indirectly solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM.

(b) I agree that during my internship with IBM and for six months thereafter, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my responsibilities during my internship with IBM.

2. I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task



assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my internship with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM internship.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after my IBM internship ends, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have



concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my internship relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my internship, any personal information about others to which I may have access during my internship at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

11. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in appropriate action, and any other appropriate relief for IBM including money damages, equitable relief and attorney's fees.

12. This Agreement shall constitute a part of my terms of internship with IBM and is executed contemporaneously with my offer of internship with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Intern's Full Name	Intern's Signature	Intern Serial No.	Date



Offer: Computer Consultancy
Ref: TCSL/DT20234818483/Ahmedabad
Date: 11/07/2024

Mr. Naman Sharma
111, Uit Colony, Purohiton Ki Madri,
Near All India Radio Tower, Udaipur,
Udaipur-313001,
Rajasthan.

Tel# -

Dear Naman Sharma,

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**.

Your gross salary including all benefits will be **₹9,00,010/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides 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 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.

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1

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Rajasthan
Diversity



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **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 INR **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 INR **37,571/-** 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 INR **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.

Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay

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2

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only Voice and Internet Data related expenses in your name.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹5,600/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹4,000/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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3

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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 INR **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.

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 INR **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 expenses 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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

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4

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Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act 1972 as applicable.

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. 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.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Initial Learning Program (ILP) 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

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5

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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 10 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 ILP 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 in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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



9. Confidentiality Agreement

As part of your acceptance of this offer 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 your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. 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 in this offer letter.

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.

11. 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.

12. 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

13. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

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7

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Rajiv
Director



i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

14. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

15. 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.

16. 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.

17. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com>. Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be

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8

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Rajiv Gandhi
Council



subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 18. Submission of documents.

18. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

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9

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R. S. Choudhary
Director



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

19. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP 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. 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.

20. 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.

21. 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.

22. 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.

23. 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

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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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



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. A 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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11

For Techno India NIT Institute of Technology

R. S. Jaiswal
Director



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 & Academic Interface



Click here or use a QR code scanner from your mobile to validate the offer letter

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

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12

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For Techno India NIT Institute of Technology

R. S. Srinivasan
Director



GROSS SALARY SHEET

Annexure 1

Name	Naman Sharma
Designation	Systems Engineer
Institute Name	Techno India Njr Institute Of Technology, Udaipur

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 #	46,821	5,61,852
2) Performance Pay		
Monthly Performance Pay	5,600	67,200
Quarterly Variable Allowance*	4,000	48,000
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
4) City Allowance	400	4,800
TOTAL GROSS	74,343	9,00,010

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.

*** For HIS - Note that Rs.7,900 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.

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Communication Allowance	0	0
Personal Allowance	37,571	4,50,852
GROSS BOUQUET OF BENEFITS	46,821	5,61,852

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13

For Techno India Njr Institute of Technology
[Signature]
Director



AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
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.	KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
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, Kariyavottam P.O. Trivandrum-695581, India



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.

For Techno India NITK Institute of Technology
Director



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 filling 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.



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. 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.

8. 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.



9. 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.

10. 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.



(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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19

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

For Techno India NITK Institute of Technology

R. S. Rao
Director



Offer: Computer Consultancy
Ref: TCSL/DT20234285310/Ahmedabad
Date: 15/07/2024

Mr. Yash Soni
50Rakampura Road, Dhauji Ki Bawri,
Nakoda Nagar, Pratap Nagar, Udaipur,
Udaipur-313001,
Rajasthan.
Tel# -

Dear Yash Soni,

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 Grade Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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/ TCS Initial Learning Program (ILP); detailed under Terms & 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.

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1



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.

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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For Techno India NXP Institute of Technology
Rajya
2



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

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.

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.

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3

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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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For Techno India NITW Institute of Technology
Rishi
Director
4



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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

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

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5

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sessions & proctored assessments. Further to accepting this Offer letter, you are recommended 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.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program 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 program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP 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 in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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.

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Tata Consultancy Services Limited

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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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R. S. Jha
6



7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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7



customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

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For Techno India NIT Institute of Technology
Director



18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number 19. Submission of documents.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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9



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP 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. 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.

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R. S. Srinivasan
Director
10



21. 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.

22. 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.

23. 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.

24. 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.

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11



(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.

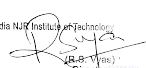
(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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For Techno India NIT Institute of Technology

Director

12



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 & Academic Interface



- 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	Yash Soni
Designation	Assistant System Engineer-Trainee
Institute Name	Techno India Njr Institute Of Technology, Udaipur

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

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.

*** For HIS - Note that Rs.7,900 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.

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
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat, India	BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building, IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303,India	HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
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.	KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
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, Kariyavottam P.O. Trivandrum-695581, India

**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 filling 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.



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. 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.

8. 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.



9. 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.

10. 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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19

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For Techno India NITW Institute of Technology

R. S. Jha
Director



(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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20

For Techno India NITW Institute of Technology

R. S. Jha
Director

Arcgate Technologies LLP

G1-11, IT Park, MIA (Extn.)

Udaipur 313003

Rajasthan, India

T: +91 77420 92381/82

E: info@arcgate.com

W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Varun Ameta,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NITW Institute of Technology

Director



INTERNSHIP OFFER LETTER

Confidential

Date: 8th September 2023

Dear **Varun Ameta**,

We are pleased to offer you an **Internship** with Cnetric Enterprise Solutions Pvt Ltd, Bangalore.

Your internship training in the course **AI/ML** will begin on **8th September 2023** and end by **31th December 2023**. All training will be provided in the premises of Techno NJR Udaipur, Rajasthan. On successful completion of the course and certification, and a proof of concept project assigned to you, you will be offered a paid internship with us. A new offer letter with revised terms will be shared with you at that time.

To accept this offer, you need to sign this letter and the bottom of every page of the Cnetric Service Agreement attached along with this and return to HR via email by end of day on 4th September 2023.

In case of further clarifications, please communicate with the HR team Email: hr@cnetric.com

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

For Cnetric Enterprise Solutions Pvt Ltd,

M P Pramod
Director - HR

Signature of Associate

Certificate of Intent

Cnetric Enterprise Solutions (P) Ltd, No. 8/2, Novel Office Centre, Halasuru Road, Bangalore 560042, Karnataka, India. www.cnetric.com, **CIN-U72200KA2003PTC032996**

This is to certify that I have gone through and understood all the terms and conditions mentioned in all the Annexure and I hereby accept and agree to abide by them:

Name:

Signature:

Date:

Place:



Ref. No. WCL/HR/2024

Date: 31-05-2024

Mr. YOGESH SANKHLA

**1-B,shiv vihar,Nokha Road,
Hiran Magri Sector:4
Udaipur (Raj) , 313001**

Subject: Letter of Intent

Dear Mr. SANKHLA,

With reference to your application and subsequent interview with us, we are pleased to offer you the post of **"G.E.T (IT)"** on the terms and conditions as discussed and agreed.

You are requested to submit the following documents at the time of joining:

- Original & Xerox copies of your educational certificates (Verified through DigiLocker & Self attested):
 - i. 10th & 12th mark sheet
 - ii. Degree & Mark Sheets (Year-wise / Semester-wise marks sheets)
 - iii. PG Mark Sheets (Year-wise / Semester-wise marks sheets)
- All previous work experience certificates:
 - i. Copy of Relieving letters or work Experience letters (Self attested)
 - ii. Copy of your current employment: Appointment letter, Relieving letter and latest pay slip (Self attested).
- Copy of Address Proof: Aadhar Card / Ration Card / Passport / Driving License
Voter ID & Domicile Certificate (Verified through DigiLocker & Self attested).
- Pre-Employment Medical Fitness Certificate in the prescribed format from a M.B.B.S. Doctor, duly signed with seal along with Medical reports.
- Copy of PAN Card (through DigiLocker & Self attested), Canceled Cheque / Bank Passbook (Self attested).
- 5 Colored recent passport size photographs.

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WONDER CEMENT LIMITED

Corporate Office: 17, Old Fatehpura, Near Seva Mandir, Udaipur - 313 004, Rajasthan (India)
Tel: +91-294-2777777, Fax: +91-294-2777140, E-mail: corp.office@wondercement.com

Registered Office: Makrana Road, Madanganj, Kishangarh - 305 801, District - Ajmer, Rajasthan (India)
Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205

**WONDER
CEMENT**



Your formal appointment letter will be issued on submission of all joining related documents.

We welcome you to the Wonder Cement Family and look forward to having a long and happy association with us. Please, acknowledge the receipt as a token of acceptance of this offer, which stands valid till **06-06-2024**

Thanking you.

Yours Faithfully

For WONDER CEMENT LIMITED

Anjali Banga

**Anjali Banga
Chief Human Resources Officer**

DISCLAIMER: This document is strictly private, confidential and personal to its recipients and should not be copied, distributed or reproduced in whole or in part, nor passed to any third party.

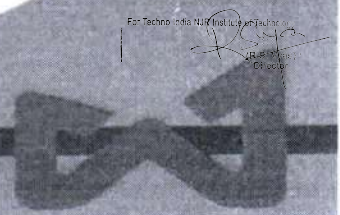
WONDER CEMENT LIMITED

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Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205

**WONDER
CEMENT**



Arcgate Technologies LLP

G1-11, IT Park, MIA (Extn.)

Udaipur 313003

Rajasthan, India

T: +91 77420 92381/82

E: info@arcgate.com

W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Yogesh Sankhla,

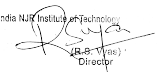
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NIT Institute of Technology

Director

TINJRT/16/24/001

CAPITAL INNOTECH PRIVATE LTD.



Works : E-100, Mewar Industrial Area, Madri, Udaipur - 313003 (Rajasthan), Ph. : 0294-2490414
E-mail : info@capitalinnotech.com, CIN : U31100DL2020PTC374410, GSTN : 08AAJCC1702B1ZA
Regd. Office : C-39, Anand Vihar, Delhi-110092

CIPL/HO/P&A/2023-24
30th March, 2023

Miss.Saloni Sharma
D/O C-2 ,Arihant Colony , Road no 3,
Madri, Udaipur , Rajasthan
Mobile -9460252712
E-Mail:- salonisharma11082001@gmail.com

Sub: - **Letter of Intent**

Miss,

This is in reference to the interview and discussions you had with us. We are pleased to appoint you as **"Junior Quality Executive"** in our organization at **"MADRI, UDAIPUR, (RAJ.)"** which may be changed by the management at its sole discretion on the terms & conditions mutually agreed upon. Formal appointment letter will be issued to you at the time of your joining the organization.

You are advised to join your duty on or before **April 5, 2024** failing which the offer stands withdrawn automatically.

At the time of joining you are requested to bring the following testimonials for records:


1. Three (3) Passport size color photo.
2. Relieving certificate from the present employer.
3. Last salary certificate from the present employer.
4. Certificates of Educational/professional qualifications
5. Last provident fund account number and UAN
6. Photocopy of your passport (If you have)
7. Copy of Pan Card and Aadhar card
8. SBI, Saving Bank account number
9. Certificate of blood group

Please note that you will submit us the resignation acceptance letter of your present employer within 10 days on receipt of Letter of Intent (LOI), otherwise this will be treated as cancelled.

If, the above terms and conditions are acceptable, please sign the duplicate copy of this letter as a token of your acceptance.

Welcome to the Organization.

CAPITAL INNOTECH PRIVATE LIMITED
 Regd. Off
 DELHI
 AUTHORIZED SIGNATORY



Saloni
05/04/2024

Manufacturer of Gas Meter



CAPITAL INNOTECH PVT.LTD
MADRASI INDUSTRIAL AREA UDAIPUR

CTC	18325		
Gross Salary	16086		
	Earnings		Deductions
Basic Salary	₹8043	Employee EPFO 12 %	₹965
HRA	₹ 5,630	Employer EPFO 13%	₹1046
Conveyance	₹2413	ESIC Employee 0.75%	₹121
Allowances	₹670	ESIC Employer 3.25%	₹523
Bonus 8.33%	₹670		
Gross Salary	₹16086	Total Deductions	₹2655
		Net Pay	₹15000

Employee Signature



Employee Signature

Salari
05/04/2021

For Techno India NRI Institute of Technology
Rajya
Director

Offer Letter

October 10, 2023

Ref No:- 08/10/23

Mufaddal

mufaddalmamji72@gmail.com

Congratulations on your selection in Growupp.

We take immense pleasure to inform you that subsequent to the selection process, we are offering you the position of **Business Development Associate**. The said offer shall be applied by under mentioned terms and conditions:

1. During the Training period you would be getting a stipend of **INR 15,000** per month.
2. After completion of Trainee period, you would be entitled to the position of **Business Development Associate** with an indicative CTC (Cost To Company) of **INR 10 Lakhs** per annum which will be bifurcated as 4 lakhs Fixed + 6 lakhs Performance Pay.
3. In case if you not able to complete your training in three months than you will be promoted to the position of **Business Development Trainee** and your salary package would be **INR 6 Lakhs** which will bifurcated as 3.6 lakhs Fixed + 2.4 lakhs Performance Pay.

Your compensation and benefits are subject to usual statutory deductions.

We are delighted to welcome you in **Growupp** and wish you an exciting career of learning, development and growth. We look forward to your having a long and rewarding career with us!

Best Regards,
Human Resources Manager
Rishi Kumar



9153656686

www.growupp.in

support@growupp.in



PEPL/U#4/AL/2024

PYROTECH ELECTRONICS PVT. LTD. (UNIT-IV)
 A-193, M.I.A, Madri, UDAIPUR - 313003 (Raj.) INDIA
 Ph. : +91-9116643378/79, E-mail: pyrotech@pyrotechindia.com
 Web : www.pyrotechindia.com

DATE- 19/03/2024

Mr. DEEPENDRA RAJ SINGH CHOUHAN

E-code: 7554

Designation: G.E.T ENGINEER

Department: MCC DESIGN

Sub: Appointment Letter

With reference to our recent discussions, we are pleased to offer you an appointment as "GET Engineer" in "MCC DESIGN Department" in our company on the following terms & conditions: -

1. The details of your emoluments payable hereby are enclosed as annexure-I
2. Your appointment takes effect from 05th March 2024.
3. You will be on probation for 6 months from the date of joining.
4. On confirmation if you resign, one month's notice or notice pay in lieu thereof shall be required to be paid however if company feel that your performance/behavior is not satisfactory, your services can be dispensed with. Without any notice or notice pay or assigning any reason.
5. In case of breach of disciplinary rules of the company or misconduct, your services will be terminable with immediate effect. In such event, it would not be necessary for the company to give you any notice whatsoever.
6. You will be subject to transfer to any other location in India at the absolute discretion of the company, depending upon the exigencies of business. On such transfer you will be governed by the rules and regulations, working hours, perquisites, allowances, facilities and such other conditions of employment, as applicable at the place of transfer, and as may be amended from time to time.
7. Your continuance in service with the company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the direction of the management.

DELHI OFFICE :
 PYROTECH ELECTRONICS PVT. LTD.
 307, Vikunth House
 82-83, Nehru Place, New Delhi - 110019
 E-mail : pyrotech@pyrotechindia.com

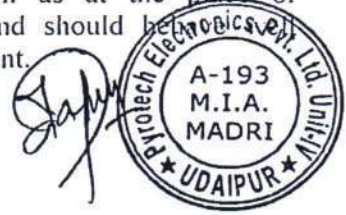
REGD. OFFICE : F-16 A, Road No. 3,
 Mewar Industrial Area, Madri, Udaipur - 313003 (Raj.)
 CIN : U40109RJ1988PTC011556

SOUTHERN REGIONAL OFFICE :
 Sayuktha Sernity, No. 15, 2nd Cross,
 1st Main Road, Mysore Road,
 Byatarayanapura, Bangalore - 560026
 E-mail : bangalore@pyrotechindia.com

PYROTECH ELECTRONICS PVT. LTD. (UNIT-II)
 E-329, Road No. 12, M.I.A., Udaipur-313003 (Raj.) INDIA
 E-mail : pyrotech@pyrotechindia.com



8. You will be responsible for safe keeping and return in good conditions and order all material including tools & tackles which may be in your use, custody, care or charge. We shall have the right to deduct the money value of all such things from your dues and take such other actions, we deem proper in the event of your failure to account for such material/equipment to our satisfaction.
9. You are expected to promote and expand the business of the company and not directly or indirectly and either solely or jointly be engaged in any service or other business or profession whether during or after the hours of employment without written sanction from the company.
10. In case of employment with the company by virtue of the position held by you, you may acquire knowledge/ information regarding the company's secret processes, methods of manufacture, business practices etc. such secret knowledge/information, however obtained by you, shall not be disclosed or allowed to be disclosed to any unauthorized person during the tenure of your service with the company or thereafter, and will not make available or accessible such knowledge/information to any other party, directly or indirectly.
11. During your services with the company, you will be governed by the rules and regulations in respect to conduct and discipline, and other employment norms as may be framed by the company from time to time.
12. You are expected to be always alive to the responsibilities and duties attached to the appointment of the "Management Team" and should conduct yourself accordingly. You shall exercise high integrity in all activities and shall not engage in any action that interferes with the best interests of the company. This includes any situation involving a conflict of interest (especially financial interest) which could affect the company's reputation, competitive position, future growth or financial standing. You shall conduct yourself with utmost discretion.
13. You will keep us informed to any changes in your residential address.
14. You will report, obey and take instructions from the management or from your superior officer appointed by the company.
15. You will retire from your services of the company on the attaining superannuation age of 60 years or earlier if you found unfit. As per certificates submitted by you and records of the company your date of birth is 10TH APRIL,2002.
16. Income tax, Professional tax and any local taxes as applicable shall be deducted at source from your monthly salary and certificate for deductions will be issued at the end of the financial year.
17. Provident fund will be deducted as per Govt. rules and will be deposited adding the employer's contribution if applicable.
18. You should keep the discipline at the site/office as well as at the place of accommodation as per the norms of the company/client and should behave in a proper and dignified manner without causing any embarrassment to the management.



19. You should not enter in to any unlawful act that leads to judicial violence and if the Government authorities like court or police officers charges any case that will be entire responsibility of yours. The company in no way enters or extends assistance in those cases.
20. The entire dispute arising out of this appointment letter shall be subject to jurisdiction Udaipur, Rajasthan only.

Please sign and return the duplicate copy of this letter of appointment (initialing each page including Annexure-1), in token of your having accepted the above terms and conditions.

Thanking you,

Yours faithfully,

For, Pyrotech Electronics Pvt. Ltd Unit #4.

(Authorized Signatory)



I have read and understood the terms and conditions of the appointment letter and accept the same without any reservation and undertake to abide by them. In token of my acceptance, I have signed on the duplicate copy of this letter of appointment.

Date: 29/03/24

Signature: ..*Deependra Raj Singh Chauhan*.....

Place: Udaipur

Name: *Deependra Raj Singh Chauhan*

CTC Details

Code	MT 7554
Employee Name	DEEPENDRA RAJ SINGH CHOUHAN
Birth Date	10-Apr-2002
Join Date	05-Mar-2024
Group Join Date	
Status	Active
Grade	TRAINEE
Branch	UDAIPUR
Department	DESIGN MCC
Designation	GRADUATE ENGINEER TRAINEE

Allowances	
STIPEND	10000.00
TOTAL GROSS	10000.00
TOTAL DEDUCTION	0.00
Monthly Take Home	10000.00
Yearly Gross	120000.00
Outside Payroll Benefits	0.00
Cost To Company p.a.	120000.00
Cost To Company p.m.	10000.00



Arcgate Technologies LLP

G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82

E: info@arcgate.com

W: arcgate.com

ARC GATE25th January, 2024**Sub: Letter of Intent**

Dear Mr. Puneet Jain,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!



INTERNSHIP OFFER LETTER

Confidential

Date: 8th September 2023

Dear **Chauhan Suraj Singh**,

We are pleased to offer you an **Internship** with Cnetric Enterprise Solutions Pvt Ltd, Bangalore.

Your internship training in the course **EPCC** will begin on **8th September 2023** and end by **31st December 2023**. All training will be provided in the premises of Techno NJR Udaipur, Rajasthan. On successful completion of the course and certification, and a proof of concept project assigned to you, you will be offered a paid internship with us. A new offer letter with revised terms will be shared with you at that time.

To accept this offer, you need to sign this letter and the bottom of every page of the Cnetric Service Agreement attached along with this and return to HR via email by end of day on 4th September 2023.

In case of further clarifications, please communicate with the HR team Email: hr@cnetric.com

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

For Cnetric Enterprise Solutions Pvt Ltd,

M P Pramod
Director - HR

Signature of Associate

Certificate of Intent

Cnetric Enterprise Solutions (P) Ltd, No. 8/2, Novel Office Centre, Halasuru Road, Bangalore 560042, Karnataka, India. www.cnetric.com, **CIN-U72200KA2003PTC032996**

This is to certify that I have gone through and understood all the terms and conditions mentioned in all the Annexure and I hereby accept and agree to abide by them:

Name:

Signature:

Date:

Place:

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
 Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
 E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Aditya Sharma**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup		
Total Annual CTC		550000
<hr/>		
Particulars		Monthly
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
 7008842513

For Techno India NITF Institute of Technology
 Director

TJNJRIT/CSE/24/057

CIN: U72200RJ2009PTC028316

in time tec
CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Garima Parmar
E-mail: - garimaparmar999@gmail.com
Mobile- 9521321891

Dear **Garima Parmar**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs.**

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.

If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.

A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

For Techno India NIT (Institute of Technology)
Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.

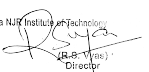
Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.

The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

For Techno India NJR Institute of Technology

Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.

The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.

In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the

Signature

Name:

Date:

For Techno India HR Institute of Technology

Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
 Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
 E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Garima Parmar**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		550000
Particulars		Monthly
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
 7008842513

For Techno India Nilgiris Technologies
 Director

TJNJRIT/CSE/24/058

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034

Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068

E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Date: - 26-Sep-2023

Employment Offer Letter

Name: - Piyush Dave
E-mail: - davepiyush811@gmail.com
Mobile- 8769073240

Dear **Piyush Dave**,

This is regarding your application for employment with **InTimeTec Visionsoft Pvt. Ltd.** We are pleased to offer you an internship followed by employment, with **InTime Tec Visionsoft Pvt. Ltd** at our **Jaipur** office located at **Plot no. 1 / 2, Kanakpura Industrial Area, Kanakpura. Sirsi Road, Jaipur-302034.**

Your proposed designation is **Trainee** during the internship period up to 6 months. After successful completion of your internship and based on your performance during the internship, your designation will change to **Jr. Software Engineer** with an annual salary of **Rs. 5.50 Lakhs.**

During your internship period, you will be entitled to a stipend of Rs. 15,000/- per month.

Joining Date for Training

You are required to report on duty at our office on **09-Jan-2024**

Internship Period & Confirmation

Upon your satisfactory completion of the internship period, you shall be a confirmed employee of the company. The company reserves the right to either extend the internship period or terminate your employment if your performance fails to meet the expectations set by the company.

If you, for any reason, leave the Company during the internship period or within two months of confirmation as an employee, then, you shall forthwith to indemnify the company a sum total of the amount you have received as stipend or as salary (Cost to Company) starting from the period you have joined the company.

A 'certificate of Internship' will only be issued if an individual "successfully completes" 6 months of internship as a Trainee.

For Techno India NITW Institute of Technology
Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy.

Place of Work and Mobility

You shall be based in **Jaipur** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations, and terms and conditions, applicable to the new assignment.

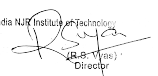
Non-Disclosure and Intellectual Property Rights

As a condition of your employment, you will be required to sign the company's standard form of Confidential Information and Assignment of Inventions Agreement at the time of your joining. The company retains the ownership of intellectual property rights related to copyrights concerning works undertaken during the employment of the company. You are also not allowed to carry portable storage devices in and outside of the company premises.

Notice Period and Termination

Either the company or you may at any time terminate this agreement by giving in writing to the other party 60 days' notice or in lieu thereof a sum equal to the amount or pro-rated amount of CTC which would have accrued to you during the period or remaining period of notice, though the buyout of the notice period will be entertained only subject to management approval. This clause will be applicable only after the successful completion of probation.

The company would terminate the employee with immediate effect if caught engaged in dishonest or suspicious behavior, or misconduct of theft of company products.

For Techno India NITW Institute of Technology

Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034
Branch Office : Site No. 271, Sri Ganesha Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068
E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. During the internship period, you are only allowed to take leaves for your examination. The company's holiday year runs from the first day of January to the last day of December.

The company declares holidays based on the location of work. The annual leave entitlement for the calendar year is 18 for all confirmed employees. Employees with less than 1 year of service receive a proportional amount of annual leave entitled. Further details would be given to you at the time of your joining the organization.

Rules and Regulations

Your job will be subject to the policies, rules, and regulations of the company as promulgated and modified from time to time in relation to your conduct, employment, and all other factors.

In addition to the above, all internal policies, rules, and regulations as may be in the operations at the time of your acceptance of the appointment with the company may be amended or altered, with or without notice, from time to time at the discretion of the company and will be applicable to you.

Acceptance

Please sign this letter indicating your acceptance to the offer of employment and send it to us at the earliest. If we do not hear from you within 7 days from the date of release of this letter, we shall assume that you do not wish to accept the company's offer of employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,
Pooja Maheswary
7008842513
Assistant Manager - HR
InTimeTec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of the employment offer and shall report for duty on the

Signature

Name:

Date:

For Techno India NJR Institute of Technology

Director

CIN: U72200RJ2009PTC028316

in time tec

CREATING ABUNDANCE

InTimeTec Visionsoft Pvt. Ltd.

Registered Office : Plot No. 1 / 2, Kanakpura Industrial Area, Kanakpura, Sirsi Road, Jaipur-302034

Branch Office : Site No. 271, Sri Ganesh Complex, Hosur Main Road, Madiwala, BTM 1st Stage, Bangalore- 560068

E-mail : info@intimetec.com, Website : www.intimetec.com, Office No. : 77378 53360

Salary Break-up Letter after Internship Confirmation

Dear **Piyush Dave**

Your monthly salary details & total cost to the company are as follows:

Proposed Breakup

Total Annual CTC		550000
Particulars		Monthly
Total Monthly CTC (A)		45,833
Employee Benefits (Deductible) (B)		4,252
Health Insurance	1,350	
Provident Fund (Employer Part)	1,800	
Gratuity	1,102	
Gross Salary (C) = (A) - (B)		41,581
Basic Salary	22,917	
House Rent Allowance	11,458	
Leave Travel Allowance	2,500	
Telephone & Internet Allowance	1,500	
Other Allowance	3,206	
Statutory Deductions (D)		1,800
Provident Fund (Employee Part)	1,800	
Professional Tax	0	
Net Salary (E) = (C) - (D)		39,781

Kindly Note:

The company is responsible for deducting taxes, PF & any other liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

In Time Tec Visionsoft (p) Ltd.
Pooja Maheswary
7008842513

For Techno India NJW Institute of Professional Education
 Director

TJNRJT/CSG/24/059



Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Akshat Audichya

Sub: Provisional Offer Letter for Training Program.

Dear Akshat,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive,
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No.5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For Techno India NITP India Pvt. Ltd.
Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For **Diligent Global Tech Consulting Pvt. Ltd.**

Name of the Candidate



Shahat

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

For Techno India HR Institute (Techno India HR Institute)
Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.

- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Yours sincerely

For Diligent Global Tech Consulting Pvt. Ltd.



Name of the Candidate
Sanjay Menaria

Acknowledgment
(Signature)

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit LYT, Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Sanjay Menaria

Sub: Provisional Offer Letter for Training Program.

Dear Sanjay,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive.
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit LYT, Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

(Signature)

TINJRTT/CSE/24/060

TINJRIT/CSE/24/064



Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Sudhanshu Dengra

Sub: Provisional Offer Letter for Training Program.

Dear Sudhanshu,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive,
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For Techno India NITK Institute of Technology
Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For **Diligent Global Tech Consulting Pvt. Ltd.**

Name of the Candidate



North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

For Techno India NITK Institute of Technology
Director



Date: 1st September, 2023

Sudhanshu Dengra

Letter of Internship

Dear Sudhanshu,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

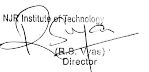
- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


For Techno India (IIT) Institute of Technology
(GATEWAY TO KNOWLEDGE)
Director

TINJRT/CS E/24/062



Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Yashasvi Jhala

Sub: Provisional Offer Letter for Training Program.

Dear Yashasvi,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive,
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

For: Techno India NIT Institute of Technology

Director

- In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.
- On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.
- During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
- You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.
- You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For **Diligent Global Tech Consulting Pvt. Ltd.**

Name of the Candidate



North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lyt. Hitech City, Madhapur, Hyderabad, Rangareddi, Telangana, India, 500081

For Techno India NIFT Institute of Technology
Director



Date: 1st September, 2023

Yashasvi Jhala

Letter of Internship

Dear Yashasvi,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:


- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


For Techno India HR Institute of Technology
Rishi
Director

• In case your performance has not been up to the mark during the period and you have not been able to clear the assignments/ tests/ etc., assigned to you during, after the training program, no offer of employment will be made and you will not have any right to claim any employment with the Company.

• On successful completion of your training program, interviews will be conducted, and subject to Company's/Client's assessment you will be offered an appointment, ("Employment Letter") in an appropriate grade/level of the Company and shall be assigned to any projects by the Company.

• During your training program, you may have access to trade secrets and confidential business information belonging to the Company. You shall keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

• You shall observe all policies and practices governing the conduct of our business and employees, including our policies throughout your training program.

• You are required to complete the "Exit/Clearance formalities" at the end of your Training Program.

We hope that your association with the Company will be successful and rewarding.

Please return the acceptance copy (attached) to HR Department, duly affixing your full signature as a token of your acceptance.

Thank you

Acknowledgment

Yours sincerely
For Diligent Global Tech Consulting Pvt. Ltd.

Name of the Candidate
Yukti



Human Resources

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081

TJNJRT/CSE/24/063



Diligent
Consulting with Confidence

Diligent Global Tech Consulting Pvt. Ltd.

Date: 28th September 2023

To,
Yukti Jain

Sub: Provisional Offer Letter for Training Program.

Dear Yukti,

In response to your application and subsequent to our interview held by us, we are pleased to inform you that you have been selected to undergo Training Program at our Company. Your training program will commence from 20th November 2023 and you will be expected to undergo minimum 8 months of training program.

Your training program with us is as per the terms and conditions listed below:

Terms and Conditions

- Your Training Program period is from 20th November 2023 to 31st July 2024. Your engagement during the training program does not give you any right for permanent absorption in the Company or any of its associated companies.
- You will be paid a consolidated Stipend/Emoluments of Rs. 15,000 per month during the training period. As a participant during training period, you will not receive salary or benefits as any of the employee benefits that of regular Company employees receive.
- You are required to undergo 8 months training program and you shall not leave/abandon the training abruptly during this period. However, if you decide to discontinue the training program whatsoever reasons, you shall inform the same to the Company within 7 days from the date of your joining the training program. In such event, you are not obligated to the service agreement terms and conditions and the same shall be cancelled with 'no obligations' either side.

North Wing, Vth Floor, JVP Building, Plot No. 5, Software Unit Lt. Hitech City, Madhapur, Hyderabad,
Rangareddi, Telangana, India, 500081



Date: 1st September, 2023

Yukti Jain

Letter of Internship

Dear Yukti,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


Rishi
Director

6/20/24, 3:51 PM

TechnoNJR Institute of Technology Mail - Fwd: Congratulations on Successful College Placements | Advaiya



TJNJRIT/CSE/24/064
TJNJRIT/CSE/24/065
Akhilesh Deep <akhilesh.arya@technonjr.org>

Fwd: Congratulations on Successful College Placements | Advaiya

1 message

Nikita Menariya <nikita.menariya@technonjr.org>
To: Akhilesh Deep <akhilesh.arya@technonjr.org>

Thu, Jun 20, 2024 at 2:16 PM

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

From: **TPO Techno India NJR** <tpo@technonjr.org>
Date: Wed, Mar 20, 2024 at 12:29 PM
Subject: Fwd: Congratulations on Successful College Placements | Advaiya
To: <nikita.menariya@technonjr.org>

Thanks & Regards
Akhilesh Arya
Asst. Prof & TPO
Techno India NJR Institute of Technology
Udaipur-313001 (Rajasthan)
Website: <https://technonjr.org>
Ph: 8696932769

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

From: **Sameer Bawa** <Sameer.Bawa@advaiya.com>
Date: Thu, Nov 30, 2023 at 11:01 AM
Subject: Congratulations on Successful College Placements | Advaiya
To: tpo@technonjr.org <tpo@technonjr.org>
Cc: Ruchika Godha <Ruchika.Godha@advaiya.com>, Shishir Garg <Shishir.Garg@advaiya.com>, Chandan Kumar <Chandan.Kumar@advaiya.com>, Ishika Mogra <Ishika.Mogra@advaiya.com>

Hello Yogendra

I hope this email finds you well. I am writing to inform you about the final selection of candidates from Techno college for placement at Advaiya.

We are pleased to announce about the status of the following students in our company:

Lakshit	Kumawat	Techno College	Selected
Pranjul	Singh	Techno College	Selected
Divya	Kavdia	Techno College	Waitlisted

For Techno India NJR Institute of Technology
Akhilesh Deep
Director

6/20/24, 3:51 PM

Techno NJR Institute of Technology Mail - Fwd: Congratulations on Successful College Placements | Advaiya

We were impressed by the skills, knowledge, and enthusiasm demonstrated by these candidates during the interview process.

To facilitate a smooth transition, we request your assistance in coordinating with the selected candidates and guiding them through the necessary documentation. Additionally, please inform the candidates & suggest a joining date after their exams.

As next steps,

- Selected candidates would be working as Intern for the first 6 months where they will be going through various trainings and learning modules to excel in their career Stipend offered will be Rs.8000/Month with 100% retention.
- After 6 months as an Intern and completing their final exams, They will be converted to MTS for a period of 3 months (tenure depending upon performance) and Stipend paid will be Rs.15000 with 20% Retention.
- Successfully completing the 3 months as MTS and being evaluated by the practice directors or team managers they will be converted to Associate where they will be getting paid with salary starting from 4.5 LPA.

We appreciate the support and cooperation of your institution throughout the recruitment process.

We look forward to a successful collaboration with your institution in the future and thank you once again for your partnership.

Thanks and regards,

Sameer Bawa | Associate – Employee Effectiveness

Mobile: +91 7809542423

Advaiya
Making Technology Work

Tailored digital transformation solutions
with business applications, analytics and cloud



Contact: +91 22 6259 0570 | www.advaiya.com | [in](#)

Bellevue | Udaipur | Nashville | Mumbai

For Techno India NJR Institute of Technology
Director



American Express (India) Private Limit
Commercial Block - 3, (Zone - 6)
DLF City, Phase - V
Gurgaon - 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **7-Dec-23**

NAME:- **Arzoo Bapna**

ADDRESS OF INSTITUTE:- **Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur, Rajasthan- 31300.**

Dear **Arzoo Bapna**

Reference: Letter dated **7-Dec-23** to The Chairman **Techno India NJR Institute of Technology**

This is with reference to the abovementioned Letter dated **7-Dec-23**, wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **22-Jan-24** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment.
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director - India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:



Name : **Arzoo Bapna**

Date Signed: 07-Dec-2023 | 7:07:15 AM MST



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

7-Dec-23

The Chairperson, Placements

Techno India NJR Institute of Technology

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Arzoo Bapna** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **22-Jan-24** till **28-Jun-24**. The student during the period of internship/ training shall abide by the Organization policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our organization.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Bangalore** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this training does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

DocuSigned by:
Arzoo Bapna

07-Dec-2023 | 7:06:39 AM MST

6. Salary – Your CTC will be Rs. 6,00,000 per year. Salary will be paid monthly. Break-up of salary is mentioned below:

Basic Salary	4,15,000
HRA	1,25,000
Retention Bonus	60,000
Cost to Company (CTC)	6,00,000

7. Retention Bonus – You shall receive Retention Bonus after completing one year with the Company. This bonus will be paid out over the period of next 12 months. This bonus is renewable on completion of every 12 months with the Company but does not guarantee your employment for any specific period of time. The Company reserves the right to terminate you at any time and for any or no reason, subject to the provisions of your Employment Agreement with the Company. Tax will be deducted on this bonus amount as per government regulations. You must remain actively employed and in compliance with the Company's policies and directives concerning job performance and conduct as of payout date in order to earn and receive your Retention Bonus payment. In the event that you resign or the Company terminates your employment during the bonus Period, you will not be entitled to receive any Retention Bonus Payments.

8. Deductions –Tax will be deducted from your paycheck as per government regulations.

9. Holidays and Leaves –You will be entitled to 5 days of paid leave during your first year of employment. For second year and thereafter, you will be entitled to 10 days of paid leave per year. You are entitled to encash any unused paid leaves at the end of your employment year. These paid leaves are in addition to customary national holidays observed. You will be provided with the list of holidays on your first day of employment.

10. Work hours – Your manager will work with you to define your normal business hours.

11. Training – You will undergo AppPerfect training for 30 days from the start date of employment.

12. Service Agreement – As AppPerfect will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve AppPerfect for a minimum period of 2 years after joining.

AppPerfect

Plot No. H-21, IT Park, RIICO Industrial Area, MIA (Extn.) Udaipur (Raj.)
Email: admin@appperfect.com / Web: www.appperfect.com

August 5, 2023

Arzoo Bapna
Udaipur (Raj.)

Dear Ms. Bapna:

Having reviewed your educational and other credentials, and discussed our requirements with you, we are happy to offer you full-time employment with AppPerfect. Details of the offer are as follows:

1. Employment Agreement – reviewing and agreeing to AppPerfect's "Employment Agreement for Technical Employee".

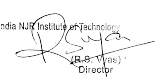
2. Designation – Your designation will be that of a **Software Engineer**.

3. Job Duties – As a Software Engineer, your primary duties include, but are not limited to, the following:

Develop, enhance and maintain software programs. Develop new modules based on provided specifications. Enhance existing modules with new features. Fix bug and provide general maintenance of existing program modules. Additional duties include interacting with customers to resolve implementation issues and write and review product documentation.

4. Compliance – While working at AppPerfect, you agree to comply with all company rules, policies and standards.

5. No Conflicts – You agree not to undertake employment, whether full-time or part-time, as a Director/partner/member/employee of any other organization or entity engaged in any form of business activity without the written consent of AppPerfect.

For Techno India NIT Institute of Technology

Director

13. Termination – After successful completion of 2 years of service agreement, you may terminate employment without cause with a 90 days’ notice.

AppPerfect may terminate your employment ANY time (including the 2-year service agreement period) with or without cause or notice.

14. Start Date – Your start date will be communicated to you within a few days.

15. Document Verification – On the first day of employment, please bring along all documents, in original, that verifies your age, qualification and work experience.

16. Confidentiality – This offer letter and its content are confidential. You may not share this letter or disclose its content with anyone unless required by law. Unauthorized disclosure of this letter and its content will lead to immediate termination of this job offer

17. Acceptance – To accept this offer, review this offer letter, sign and return us the document.

Feel free to contact me if you have any questions. We look forward to working with you.

Best Regards,



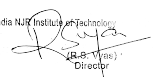
Sandeep K.
Manager HR / Operations
AppPerfect

I ACCEPT

Signature

Name

Date

For Techno India NJR Institute of Technology

Director



American Express (India) Private Limit
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **7-Dec-23**

NAME:- **somya champawat**

ADDRESS OF INSTITUTE:- **Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur, Rajasthan- 31300**

Dear **somya champawat**

Reference: Letter dated **7-Dec-23** to The Chairman **Techno India NJR Institute of Technology**

This is with reference to the abovementioned Letter dated **7-Dec-23**, wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **22-Jan-24** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment.
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:



Name : **somya champawat**

Date Signed: 07-Dec-2023 | 6:06:22 AM MST



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

7-Dec-23

The Chairperson, Placements

Techno India NJR Institute of Technology

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **somya champawat** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **22-Jan-24** till **28-Jun-24**. The student during the period of internship/ training shall abide by the Organization policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our organization.
5. The details of the project/training assignment(s) shall be communicated to the student from time to time during the training period.
6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Gurgaon** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this training does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment



somya champawat

07-Dec-2023 | 6:03:08 AM MST



American Express (India) Private Limited
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel : 91 (0124) 467 6002
Fax : 91 (0124) 467 7655

Private & Confidential

Declaration

DATE:- **7-Dec-23**

NAME:- **Sonakshi Negi**

ADDRESS OF INSTITUTE:- **Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur, Rajasthan- 31300.**

Dear **Sonakshi Negi**

Reference: Letter dated **7-Dec-23** to The Chairman **Techno India NJR Institute of Technology**

This is with reference to the abovementioned Letter dated **7-Dec-23**, wherein the institute was informed of the summer training assignment at American Express.

We would like to draw your attention to para 2 of the said letter (Copy attached herewith) wherein it is mentioned that you (the student) will undergo summer training (that is a part of your curriculum) at our organization with effect from **22-Jan-24** and that you shall abide by confidentiality, safety / security regulations and any other applicable rules and regulations of our organization.

Accordingly you hereby agree that:

1. You shall not release or divulge any information, any records of American Express that include but are not limited to information about banking accounts and transactions, proprietary data, trade secrets, and other confidential information, to any individual and/or any entity both during and after your summer training assignment.
2. You shall not undertake such activities or work that would lead to a possible conflict of interest during your summer training assignment with American Express.
3. You shall to be bound by the American Express's Code of Conduct and fully adhere to relevant local laws, regulations, policies and procedures during your assignment and that any breach of the same will bring the assignment to an immediate end.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

I confirm acceptance of this Letter and the conditions therein provided

Signature:

Name : **Sonakshi Negi**

Date Signed: 07-Dec-2023 | 5:49:54 AM MST



American Express (India) Private Limit
Commercial Block – 3, (Zone - 6)
DLF City, Phase – V
Gurgaon – 122 002 (Haryana)
Tel: 91 (0124) 467 6002
Fax: 91 (0124) 467 7655

7-Dec-23

The Chairperson, Placements

Techno India NJR Institute of Technology

Dear Sir/Madam,

1. This has reference to the invitation to provide your student **Sonakshi Negi** exposure to professional working environment by way of a summer training assignment as part of the student's course with your institute.
2. The student will undergo this summer training at our organization with effect from **22-Jan-24** till **28-Jun-24**. The student during the period of internship/ training shall abide by the Organization policies.
3. Notwithstanding any other provision, during the period of summer training:
 - a. Our organization shall be entitled, in its sole discretion, to send the student back to your institute at any time, with prior intimation to you, and /or
 - b. This arrangement will end automatically on the student ceasing to be enrolled with your institute at any time, and you shall apprise us in this regard.
4. During the period of this training our organization shall pay a monthly stipend of **Rs. 85000** to the student, subject to deduction of tax at source, if applicable. No other sums, expenses or costs shall be payable unless approved in writing by our organization.
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6. The student shall, if required for purpose of the project/assignment, travel anywhere in or outside India at the sole discretion of our organization. In case of travel to location other than our office in **Bangalore** suitable travel arrangements/reimbursements of travel expense shall be made as per our company rules.
7. We confirm that this training does not in any way constitute or imply any relationship of employer/employee between our organization and the student.

We shall be happy to provide any more information required by you.

Kindly acknowledge the receipt of this letter and confirm acceptance by sending across a signed copy for our records.

Thanking you,

Dr. Sachin Gulati
Director – India Campus Recruitment

DocuSigned by:

4C56738760F441E
Sonakshi Negi

07-Dec-2023 | 5:43:13 AM MST

TINJRIT/CSE/24/069

SECURE

HR: Secure: LOI: GET:2024

Date: 24.01.2024

Warm Welcome

Ms. Deepansha Baya
57, Ekling Colony
Girwa, Sector - 3, Udaipur
Rajasthan

Phone No. 9588232475

Dear Deepansha

Welcome to Secure family.

We are pleased to offer you the position of **Graduate Engineer Trainee (GET)** on the same terms & conditions as agreed mutually. You are required to join your duties on or before **01st Jul 2024** at Udaipur.

The appointment letter will be issued to you after your joining. Duplicate copy of this letter of intent may please be returned to us, duly signed as a token of your acceptance of offer.

The day you join us, please arrive at Udaipur office at 9:30 am. One of our member will be happy to walk through our office, familiarizing you with our work culture, environment and introduce you to your team.

We also hope that our association will be a long, fruitful and mutually satisfactory one. Once again, a very warm welcome to you.

For Secure Meters Limited




Authorized Signatory

Deepansha Baya

Secure Meters Limited
P.O. Box 80
Pratapnagar Industrial Area
Udaipur 313 003, India

p: +91 294 2492300-305
f: +91 294 2492310
e: mktg@securemeters.com
www.securemeters.com

Registered Office
"E" Class
Pratapnagar Industrial Area
Udaipur 313 003, India
CIN No: U74999RJ2007PLC0229106

For Techno India NIT Industrial Technology

Director

TINJRIIT/CS E/24/070

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Ms. Archi Pamecha,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

Director

TINJRIIT/CSE/24/071

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Aryaman Vyas,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

Director

TINJRIIT/CSG/24/072

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Ms. Bhanushree Chundawat,

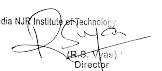
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

R. S. Singh
Director

TINJRIT/CSG/24/073

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Burhanuddin,

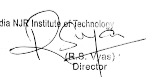
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NIT Institute of Technology

R. S. Singh
Director

This is to certify that I have gone through and understood all the terms and conditions mentioned in all the Annexure and I hereby accept and agree to abide by them:

Name:

Signature:

Date:

Place:

Cnetric Enterprise Solutions (P) Ltd, No. 8/2, Novel Office Centre, Halasuru Road, Bangalore 560042, Karnataka, India. www.cnetric.com, CIN-U72200KA2003PTC032996



INTERNSHIP OFFER LETTER

Confidential

Date: 8th September 2023

Dear **Burhanuddin**,

We are pleased to offer you an **Internship** with Cnetric Enterprise Solutions Pvt Ltd, Bangalore.

Your internship training in the course **AI/ML** will begin on **8th September 2023** and end by **31st December 2023**. All training will be provided in the premises of Techno NJR Udaipur, Rajasthan. On successful completion of the course and certification, and a proof of concept project assigned to you, you will be offered a paid internship with us. A new offer letter with revised terms will be shared with you at that time.

To accept this offer, you need to sign this letter and the bottom of every page of the Cnetric Service Agreement attached along with this and return to HR via email by end of day on 4th September 2023.

In case of further clarifications, please communicate with the HR team Email: hr@cnetric.com

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

For Cnetric Enterprise Solutions Pvt Ltd,

M P Pramod
Director - HR

Signature of Associate

Certificate of Intent

Cnetric Enterprise Solutions (P) Ltd, No. 8/2, Novel Office Centre, Halasuru Road, Bangalore 560042, Karnataka, India. www.cnetric.com, CIN-U72200KA2003PTC032996

TJNJRIT/CSE/24/074

Arcgate Technologies LLP

G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Dixant Mishra,

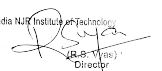
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

R. S. Mishra
Director

TJNRIT/CSE/24/075

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Gaurav Jain,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 19,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India Institute of Technology
Rajasthan
Director

TJNJRIT/CSE/24/076

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Kanishk Asawara,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NRI Institute of Technology

R. S. Choudhary
Director

TINJRIIT|CSG|24|077

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Mohammed Anjar,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 19,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NITK Institute of Technology
Director

TINJIRIT/CSG/24/078

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Ms. Neha Chouhan,

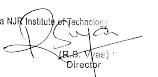
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 20,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NIT Institute of Technology

R. S. Singh
Director

TJNJRT/CSG/24/079

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Tehlil Mehmood Khan,

Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 5th February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India India Pvt. Ltd. Technology
Director

TJNJRTT/CSE/24/080

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Tayash Nagar,


Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 19,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NITJ Institute of Technology

R. S. Singh
Director

TINJRIIT/CSG/24/081

Arcgate Technologies LLP
G1-11, IT Park, MIA (Extn.)
Udaipur 313003
Rajasthan, India

T: +91 77420 92381/82
E: info@arcgate.com
W: arcgate.com

ARC GATE

25th January, 2024

Sub: Letter of Intent

Dear Mr. Deependra Sohil,

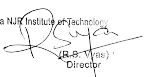
Please refer to your application and subsequent interview you had with us. We are pleased to appoint you in our organization on the terms and conditions discussed with you.

You shall be paid a salary aggregating Rs. 22,000 per month and other benefits as per the company rules.

You are required to join your duty with us on or before 1st February, 2024.

Appointment letter shall be issued after joining your duty with us.

Arcgate family welcomes you!

For Techno India NJR Institute of Technology

R. S. Singh
Director

TINJRIIT/CSG/24/082



February 8, 2024

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Hanshika Mehta

We are pleased to offer you a permission letter for project training as an Intern from February 23, 2024 to August 22, 2024. During your Internship assignment, you will be working on the assignment at Bangalore and paid a stipend of INR 30000/-per month. You will report to Vitta, Srikant (srikant.vitta@in.ibm.com) in Bangalore. At the end of the internship, you will submit a copy of your report to the Company. You may contact your manager for further guidance on your project.

To facilitate relocation (As per IBM policy, provided your current location in India is more than 100 kms from your offered work location), you are entitled to a one time relocation allowance of a flat amount of INR 35000/- which will enable you to make necessary arrangements for your travel, accommodation and conveyance in your location during the course of your Internship with IBM and will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. Please note that this one time relocation allowance is subject to appropriate income tax deductions as per applicable law and is a one time payment which is paid out with the first month Stipend.

This is a temporary internship assignment which may be terminated at any time by you or IBM and does not imply any commitment by IBM to regular employment.

Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of IBM and act in accordance with the values and principles of the Company.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.



- Any change of joining date must be sent to islcampus@in.ibm.com at least 5 days prior to your original joining date. The new joining date must be a Tuesday, Wednesday, or Thursday and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Embassy Golf Link, Block C, 1st Floor, Training Room – Fountain Head and Phoenix, Koramangala, Intermediate Ring Road, Bangalore – 560071. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.
- This offer is contingent upon you being fully COVID-19 vaccinated when there is a requirement during your tenure at IBM. During the Onboarding process you will be asked to confirm your vaccination status and if not fully vaccinated you will be asked to provide a justification for the same. The specific procedure for you to submit your vaccination status and any justification for non-vaccination will be separately communicated to you. It is your responsibility to produce vaccination status or proof to any regulatory authorities if and when requested.

Group Personal Accident Plan:



This is a company paid benefit which provides group personal accident coverage to all Interns of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is INR 500,000/-. Coverage applies world-wide, 24 hours a day.

Please contact us via internshiring@in.ibm.com for any queries regarding your internship assignment.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)



Date: 9th September, 2023

Hanshika Mehta

Letter of Internship

Dear Hanshika,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

- 1) Date of Joining: 9th September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,

Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677

TJNJRIT/CSE/24/083

DATAWEAVE
Infoweave Analytics Pvt. Ltd.

Date: 11th March 2024

To Harshit Paneri,

Dear Harshit,

Subject: Internship Offer Letter

Further to our discussions, we are pleased to offer you the position of "Intern" with **Infoweave Analytics Private Limited**, a private limited company incorporated under the Companies Act, 2013, a wholly owned subsidiary of Dataweave Private Limited, a company incorporated under Singapore laws and owner of the brand "Dataweave".

Your internship with the Company will start on 14th March 2024 for 6 months. The Notice Period would be 30 Days if you quit the internship within 6 months.

You will be paid an internship fee of **INR 25,000*/-** per month for the duration of the internship.

On your date of joining, you are requested to report at Infoweave Analytics Pvt. Ltd. at # Office # 206, Regus Supreme (Jayanagar) Supreme Overseas Exports Building, 44/1, 1ST & 2ND Floor, 16th cross, Jayanagar 7th block (West), Bangalore – 560070.

To complete the joining formalities ensure you have the details mentioned below on the date of joining:

- Four recent passport-size photographs
- Copies of documents in support of educational qualifications along with the originals (the originals will be returned after verification)
- NOC from College / Institution (if required)
- Copy of your PAN card
- Address Proof

By signing & accepting this Offer letter, you confirm your desire and ability to join the services of the Company by [14th March 2024].

We take this opportunity to welcome you on board and wish you a long and successful association with Infoweave Analytics Pvt. Ltd

Best wishes,

Authorized Signatory

Name: Ashwini Karthik

Designation: Associate Vice President – Human Resources

Date: 14th March 2024

With the signature below, I accept this offer for employment with Infoweave Analytics Pvt. Ltd.

Harshit

Candidate's Name: Harshit Paneri

Date: 11th March 2024

For Techno India NIFT Institute of Technology
[Signature]
Director



www.technonjr.org

TECHNO INDIA NJR INSTITUTE OF TECHNOLOGY

Approved by AICTE & Affiliated to Rajasthan Technical University

NJR Knowledge Campus, Plot-SPL-T, Bhamashah (RIICO) Industrial Area, Kaladwas, Udaipur - 313003 (Raj.)
Tel. : +91 294 2650214-17, +91 86969 32800 Email : technonjr@gmail.com, director@technonjr.org

Date: - 13th March, 2024

No Objection Certificate

Harshit Paneri s/o Rajesh Menaria is an undergraduate student in the department of Computer Science and Engineering at Techno India NJR Institute of Technology, Udaipur (Raj), 313003. He has got selected for a Full-time internship in the below mentioned company

Name: Infoweave Analytics Pvt. Ltd

Designation: DevOps Intern

The college and department of Computer Science Engineering has no objection in his undergoing Full-time Internship.

As his final year examinations are still pending hence, he has to appear for the exam as per the schedule provided by RTU. Also, we suggest you to provide the preparation leave of 1 week before the University examinations. All the internal examinations and practical examinations will be conducted on weekends, timetable of the same will be prior notified to the HR.

Akhilesh Deep Arya

Asst. Prof & Training Placement Officer

Techno India NJR Institute of Technology

Udaipur-313001 (Rajasthan)

Ph: 8696932769

For Techno India NJR Institute of Technology

Director



Date: 1st September, 2023

Harshit Paneri

Letter of Internship

Dear Harshit,

We are pleased to offer you an internship position as a Trainee Developer. The terms and conditions of your internship with the organization are set forth below:

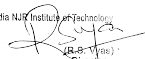
- 1) Date of Joining: 1st September, 2023
- 2) Duration of Internship: 6 months
- 3) Working hours: 10:30 am to 07:00 pm (Monday-Friday) and Saturday: 10:30 am to 2:30 pm (excluding second Saturday).
- 4) Internship Stipend: Rs. 10,000.00/month as per the Company's policy. Your performance will be evaluated from time to time and based on this, your monthly stipend will be revised.
- 5) You will not be entitled to a "Paid leave" during this tenure.
- 6) TDC reserves the right to conclude the internship based on an evaluation of performance and conduct throughout the internship duration.
- 7) During your internship, you may have access to confidential and proprietary business information belonging to the organization.

By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your purpose or disclosing it to anyone outside of the organization.

We look forward to having you begin your career with us and wish you a successful internship. Welcome to our team!

With Regards,


Lalthanpari Bawitlung
HR Team | TDC Consultancy Pvt. Ltd.
Mobile# 7727038677


Director

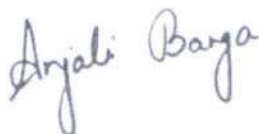
Your formal appointment letter will be issued on submission of all joining related documents.

We welcome you to the Wonder Cement Family and look forward to having a long and happy association with us. Please, acknowledge the receipt as a token of acceptance of this offer, which stands valid till **06-06-2024**

Thanking you.

Yours Faithfully

For WONDER CEMENT LIMITED



Anjali Banga
Chief Human Resources Officer

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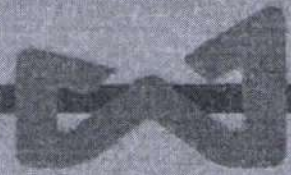
WONDER CEMENT LIMITED

Corporate Office: 17, Old Fatehpura, Near Seva Mandir, Udaipur - 313 004, Rajasthan (India)
Tel: +91-294-2777777, Fax: +91-294-2777140, E-mail: corp.office@wondercement.com

Registered Office: Makrana Road, Madanganj, Kishangarh - 305 801, District - Ajmer, Rajasthan (India)
Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205

**WONDER
CEMENT**



TJNRIT/CSG/24/084

Ref. No. WCL/HR/2024

Date: 31-05-2024

Mr. HIMANSHU JOSHI

**366, tewta chowk, paneriyo ki madri ,
Oppo sector 6 police station,
Udaipur (Raj) , 313001**

Subject: Letter of Intent

Dear Mr. JOSHI, ,

With reference to your application and subsequent interview with us, we are pleased to offer you the post of **"G.E.T (IT)"** on the terms and conditions as discussed and agreed.

You are requested to submit the following documents at the time of joining:

- Original & Xerox copies of your educational certificates (Verified through DigiLocker & Self attested):
 - i. 10th & 12th mark sheet
 - ii. Degree & Mark Sheets (Year-wise / Semester-wise marks sheets)
 - iii. PG Mark Sheets (Year-wise / Semester-wise marks sheets)
- All previous work experience certificates:
 - i. Copy of Relieving letters or work Experience letters (Self attested)
 - ii. Copy of your current employment: Appointment letter, Relieving letter and latest pay slip (Self attested).
- Copy of Address Proof: Aadhar Card / Ration Card / Passport / Driving License
Voter ID & Domicile Certificate (Verified through DigiLocker & Self attested).
- Pre-Employment Medical Fitness Certificate in the prescribed format from a M.B.B.S. Doctor, duly signed with seal along with Medical reports.
- Copy of PAN Card (through DigiLocker & Self attested), Canceled Cheque / Bank Passbook (Self attested).
- 5 Colored recent passport size photographs.

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WONDER CEMENT LIMITED

Corporate Office: 17, Old Fatehpura, Near Seva Mandir, Udaipur - 313 004, Rajasthan (India)
Tel: +91-294-2777777, Fax: +91-294-2777140, E-mail: corp.office@wondercement.com

Registered Office: Makrana Road, Madanganj, Kishangarh - 305 801, District - Ajmer, Rajasthan (India)
Telefax: +91-1463-260151, E-mail: regd.office@wondercement.com, Website: www.wondercement.com

CIN: U26943RJ2005PLC021205

**WONDER
CEMENT**

