Criterion 5- Student Support and Progression (140)

5.2 Student Progression (35)

5.2.1. Percentage of placement of outgoing students and students progressing to higher education during the last five years.

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Proof's Index

Sr. No.	Academic Year
1	2017-18
2	2018-19
3	2019-20
4	2020-21
5	2021-22

ATHARVA EDUCATIONAL TRUST'S

ATHARVA COLLEGE OF ENGINEERING

(Approved by AICTE, Recognized by Government of Maharashtra
& Affiliated to University of Mumbai - Estd. 1999 - 2000)
ISO 2100:2018 ISO 14001:2015 ISO 9001:2015
NAAC Accredited

Academic Year

2017-18 Placement & Higher Education Proof

PRINCIPAL
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MUMBAI

 Zeus Learning

Gmail sheetal bhatia <sheetal01bhatia@gmail.com>

Fwd: Selected Students for the post of Software Engineer

Atharva Placements <atharva.placements2009@gmail.com> Wed, Oct 4, 2017 at 10:53 AM
To: sheetal bhatia <sheetal01bhatia@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ----------
From: **Veena Nikharge** <veena.nikharge@zeuslearning.com>
Date: Wed, Oct 4, 2017 at 10:48 AM
Subject: RE: Selected Students for the post of Software Engineer
To: atharva.placements2009@gmail.com
Cc: Minal Chodankar <minal.chodankar@zeuslearning.com>

Hi,

We have selected the below student from your college for the post of Software Engineer with 4.7 lacs ctc, we may come out with second list.

1. Pranav Jain
2. Kedar Kale
3. Chaitali Bagwe
4. Vidhya Rani Chaudhary

We will share offer letter by next week.

Regards,

Veena Nikharge

Administration Executive

Tel: 66666626 Ext: 2189

From: Veena Nikharge [mailto:veena.nikharge@zeuslearning.com]
Sent: 03 October, 2017 3:34 PM
To: 'atharva.placements2009@gmail.com'

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Zycus

Gmail

sheetal bhatia <sheetal01bhatia@gmail.com>

Fwd: Campus Hiring- 2018 passout batch

Atharva Placements <atharva.placements2009@gmail.com> Wed, Oct 18, 2017 at 10:39 AM
To: sheetal bhatia <sheetal01bhatia@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ----------
From: **Pooja Nadgouda** <pooja.nadgouda@zycus.com>
Date: Tue, Oct 17, 2017 at 6:38 PM
Subject: FW: FW: Campus Hiring- 2018 passout batch
To: Atharva Placements <atharva.placements2009@gmail.com>

Hi Bhumika,

Please find below the list of students selected through the campus process for Zycus Infotech.

Trainee- Software Engineer- Testing

Aditya	Anand	Prabhu
Janam	Parind	Sarmalkar
Shaishav	Hemant	Oza

Trainee- Software Engineer

Pranali	Suhas	Narkar
Anjanikumar	Sheshnath	Pandey

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

bitwise

Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155

+91 20 40102000
bitwiseglobal.com

Compensation Details

Your annual CTC will be ₹ 3,00,000 /- (Rupees Three Lacs only) P.A. TDS will be deducted as applicable. The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	1,38,000.00	11,500.00
HRA	55,200.00	4,600.00
Transport Allowance	27,600.00	2,300.00
Special Allowance	11,040.00	920.00
Medical Allowance	27,600.00	2,300.00
Gross	2,59,440.00	21,620.00
Bonus	24,000.00	0.00
Company contribution to PF	16,560.00	1,380.00
CTC	3,00,000.00	23,000.00

*Bonus will be paid proportionately during 2019 Diwali.

Your employment will be effective from 4th September 2018. However, this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,

Joshi

Arati P Joshi
Vice President

I, Vishal Prajapati

An ISO 9001:2008 and ISO 27001:2013 Certified Company

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MUMBAI

SYNTEL
Consider IT Done®

SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal - Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40781100

Date: 26th June 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Rupnarayan Ramkaran Yadav,
Syntellect ID: SBE1801686

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

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Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

Adarsh Krishna
Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

Signature

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

BRANDSCAPESWORLDWIDE

Manasvi Dedania,
Mira Road (East),
Mumbai.

July 11, 2018

Dear Manasvi,

Further to our recent discussions, it is with pleasure that we extend this offer of employment with Brandscapes Consultancy Private Limited (the "Company") as Executive Analytics. This offer/appointment is valid subject to the successful completion of your graduation course within the probation period. The Management of Brandscapes Consultancy Pvt Ltd reserves full right to revoke the offer/appointment case you do not fall within the passing category.

This letter agreement sets forth the terms and conditions of your employment with the Company going forward. We anticipate that you would begin work latest by July 16, 2018.

1. **Location**

   Your normal place of work will be Mumbai, India. If business exigencies so require, the Company has the right to relocate you elsewhere within India or outside.

2. **Remuneration**

   Your annual gross remuneration will be Rs.3,41,839/- (Rupees Three Lakh Forty-One Thousand and Eight Hundred & Thirty-Nine Only). Do note, this is inclusive of the discretionary variable performance linked incentive component which may vary and actually be higher or lower than the amount indicated, depending on Company's and your own performance evaluation from year to year.

   Due remuneration, as broken up under separate heads in line with company policy, will be payable monthly, net of applicable statutory taxes and/or other deductions.

3. **Duties**

   Your duties will consist of all usual and customary duties consistent with the position title as shown in the introductory paragraph of this document. The Company can, at its discretion and business requirement, alter duties and responsibilities as considered necessary.

4. **Probation & Confirmation**

   As per Company policy your confirmation would be based on performance evaluation during the probation period which will be of minimum twelve months and may extend till confirmed in writing.

   Company has an internal performance review process for employees. The first review necessitates employment confirmation. Remuneration revision decisions are based on performance evaluation during the review period (April 1st to March 31st) and become effective July 1st onwards. For employee's whose confirmation holds from August 1st to September 30th of the current year, remuneration revision, if any, shall be effective from date of confirmation.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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10. **Other Business Interests/Engagement**

You shall work to the best of your ability and devote your full time to the Company's business as required/directed. So long as you are employed by the Company you shall not have interests - pecuniary, honorary or otherwise, or be engaged at any time either directly or indirectly in any other business or enterprise unless it has been formally communicated and agreed to by the Company.

11. **Media Interaction**

You will not give out to any one, by word of mouth or otherwise, particulars of Company business, its processes and/or client assignments - past, present or in the process, which you may be privy to by virtue of your being our employee. You will also not make any remarks/statements in media (including social media) which may impact the reputation of the Company, its affiliates and/or clients. Indiscretion in this matter could be ground for severe consequences, including termination, as deemed appropriate by the Company.

12. **General**

This letter agreement, together with the Confidentiality and Non-Interference Agreement, represent your entire agreement with the Company and its affiliates on these subjects. This letter agreement reflects your agreement with the Company only; and although the Company's affiliates are additional beneficiaries of this letter agreement, the letter agreement is not binding on any person or entity other than the Company. The Company may assign its rights and benefits under this letter agreement and the Confidentiality Agreement to one or more affiliated companies, or to any company that may purchase all or substantially all of the assets (whether by sale of assets, stock, merger or otherwise) of the Company or any affiliate company.

Please sign this letter below indicating your acceptance to all its terms.

For Brandscapes Consultancy Private Limited

Shailesh Shah
Chief Financial Officer

I hereby confirm and agree to the above.

Signature: _____ Date: _____
(Manasvi Dedania)

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Manasvi Dedania
Executive Analytics

Particulars	Rupees Per Annum
Basic	98,400
HRA	49,200
Special Allowance	1,08,000
PF (Company's Contribution)	11,808
Group Insurance Policy Premium	6,500
Gratuity	4,731
Bonus Retention *	25,200
CTC	**3,03,839**
Brandscapes Variable Performance Incentive ** (annualised, calculated using average factor)	38,000
Total Offer	**3,41,839**

Note :

* Bonus Retention is a committed entitlement. Payment is made proportionately (normally in June/July) to all employees who are on the company's regular employment roll on the announced disbursement date for entitlement eligibility.

**Brandscapes Variable Performance Incentive (BVPI) is subject to the company meeting its annual financial goals and is based on the individual's assessed performance during the year. This amount is indicative and can be lower or higher based on the levels of performance of the company and the individual. Please note that BVPI is payable only if you are in service (and not serving the notice period) at the time of payout.

Employee and dependent family (spouse+2 children) will be covered under Group Medical Insurance policy for upto 3 lakhs of risk coverage. Additionally, the employee is covered under Group Life and Group Accident Policies for risk coverage of Rs 5 Lakhs each.

Performance appraisal period is April to March. At least 6 months tenure & successful completion of probation period is essential to be part of an annual appraisal process. Salary revision, where applicable, will be effective July 1.

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MATRIX
TELECOM | SECURITY

Jan, 31st 2018

To,

Eshant Sah
Mumbai
India

Dear Eshant,

With reference to the application and the subsequent interviews we had, we are very pleased to offer you the position of "Trainee Engineer - Software Development" (Security Solutions) with us at Vadodara, on the terms and conditions verbally agreed with you during the interviews.

We are pleased to offer Total Annual Cost to Company as INR 3,00,000 /- per annum. You shall be paid a gross consolidated salary of INR 25,000/-p.m. inclusive of Basic, HRA, Conveyance, Medical benefits as per policies of the company, Gratuity as per Government rules, Bonus as per policies of the company, Monthly Performance Bonus and Company Performance Bonus. (Please refer Annexure - A)

You will be on probation for a period of 6 months from the date of joining. During the probation period and/or the confirmation of the employment, the appointment may be terminated without assigning any reason at any time by TWO MONTH notice on either side, provided the company may, if it shall choose, be at liberty to pay you of TWO MONTH salary in lieu of notice.

This offer shall be subject to:-

1. Acceptance of this offer in writing/confirmation about your joining duties, within 1 day from the date of this letter.
2. Submission of following documents within 4 days of date of this letter:
    a. School Leaving Certificate
    b. SSC, HSC and Final Year Mark Sheet
    c. Passport copy or Driving License
    d. Address Proof - Electricity Bill / Telephone Bill / VMC Receipt/Aadhar Card
    e. Six Passport size Photographs
    f. Pan Card Copy
3) Please send the acceptance mail within 2 days of receiving the offer letter.

Kindly carry all the above mentioned documents in original on the date of joining. HR upon verifying the documents shall issue the Appointment Letter and return the original documents.

You are expected to join our organization latest by 1st Week of July 2018 at 9:30 AM.

In the event of non-fulfillment of any terms, this offer shall stand withdrawn. Please sign the duplicate copy of this offer letter as token of your acceptance of Employment on the above Terms and Conditions.

We look forward to a very fruitful and rewarding relationship between you and the Organization and take this opportunity to wishing you a long and successful career with the Organization.

Yours sincerely,
For Matrix ComSec Pvt. Ltd.

Ashish Shah
Manager - Human Resources

I accept the offer and shall join duties on _____

Signature of the candidate _____

MATRIX COMSEC PVT. LTD.
Registered/Head Office: 394-GIDC, Makarpura, Vadodara-390 010, India. Ph: +91 265 2630555, Email: Inquiry@MatrixComSec.com • www.MatrixComSec.com
Manufacturing Unit: 15 & 19-GIDC, Waghodia, Dist. Vadodara-391 760, India. Ph: +91 2668 263172/73 • CIN: U72200GJ1998PTC034047

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ADROSONIC™

ADROSONIC IT CONSULTANCY SERVICES PVT LTD
Times Square, Unit 1, Level 2, B - Wing
Andheri Kurla Road, Andheri (E)
Mumbai - 400059, India
Tel: +91 (0) 22 66089536
Fax: +91 (0) 22 66089595
Email: info@adrosonic.com
www.adrosonic.com

Letter of Intent

22-January-2018

Sub: Letter of Intent for selection in Off-Campus Placement Process of ADROSONIC for the position of Software Analyst

Dear Eshant Radheshyam Sah

Thank you for participating in our off-campus selection process and for exploring career opportunities with ADROSONIC IT Consultancy Services Pvt. Ltd. (ADROSONIC)

We are glad to inform you that you have successfully cleared our selection process and we are pleased to issue this letter of intent to you for the position of "Software Analyst" at ADROSONIC.

The details of your remuneration are listed in Annexure 1; we urge you to keep these details private and confidential. Your tentative date of joining will be in June 2018.

Post acceptance of this letter of Intent, our HR team will release a detail offer letter along with other joining details.

I look forward to your acceptance of this letter of intent, and believe that you would contribute greatly to our team in this exciting period for our Company.

Best wishes,

MAYANK

CEO & MD

Eshant Radheshyam Sah
Name:

Roll No. - 10
Atharva college of Engineering
Eshant
22/1/2018

Adrosonic - Private and Confidential

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MUMBAI

ADROSONIC™

ADROSONIC IT CONSULTANCY SERVICES PVT LTD
Times Square, Unit 1, Level 2, B - Wing
Andheri Kurla Road, Andheri (E)
Mumbai - 400059, India
Tel: +91 (0) 22 66089536
Fax: +91 (0) 22 66089595
Email: info@adrosonic.com
www.adrosonic.com

Compensation Structure for Software Analyst for 2018-19

Component	Per Annum	Comments
Basic	₹144,000.00	
HRA	₹72,000.00	Applicable for Tax Exemption as per IT Act
LTA	₹7,200.00	Tax Exemption as per Section 10 (5) of IT Act on submission of bills
Conveyance	₹19,200.00	Tax Free Component
Medical Allowance	₹15,000.00	Paid monthly, tax exemption on submission of original bills
Special Allowance	₹42,000.00	
Annual Component	₹20,000.00	
Quarterly Component	₹12,000.00	This will be paid quarterly.
Provident Fund (Employer Contribution)	₹17,280.00	
Total Fixed Component	**₹348,680.00**	
Gratuity	₹6,900.00	
Health Insurance & Other Benefits	₹16,000.00	Preferred Corporate tie up with HDFC Bank providing lot of Financial benefits. Health Insurance worth 5L
Total CTC	**₹371,580.00**	

* Note –
You accept to sign an Employment Bond for Rs 100,000/- (One Lac only) for 2 years with ADROSONIC from the date of your joining. The same will be mentioned in your appointment letter

Eshant Sah
10
Eshant 22/11/2018

Adrosonic - Private and Confidential

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

10. **Other Business Interests/Engagement**

You shall work to the best of your ability and devote your full time to the Company's business as required/directed. So long as you are employed by the Company you shall not have interests - pecuniary, honorary or otherwise, or be engaged at any time either directly or indirectly in any other business or enterprise unless it has been formally communicated and agreed to by the Company.

11. **Media Interaction**

You will not give out to any one, by word of mouth or otherwise, particulars of Company business, its processes and/or client assignments - past, present or in the process, which you may be privy to by virtue of your being our employee. You will also not make any remarks/statements in media (including social media) which may impact the reputation of the Company, its affiliates and/or clients. Indiscretion in this matter could be ground for severe consequences, including termination, as deemed appropriate by the Company.

12. **General**

This letter agreement, together with the Confidentiality and Non-Interference Agreement, represent your entire agreement with the Company and its affiliates on these subjects. This letter agreement reflects your agreement with the Company only; and although the Company's affiliates are additional beneficiaries of this letter agreement, the letter agreement is not binding on any person or entity other than the Company. The Company may assign its rights and benefits under this letter agreement and the Confidentiality Agreement to one or more affiliated companies, or to any company that may purchase all or substantially all of the assets (whether by sale of assets, stock, merger or otherwise) of the Company or any affiliate company.

Please sign this letter below indicating your acceptance to all its terms.

For Brandscapes Consultancy Private Limited

Shailesh Shah
Chief Financial Officer

I hereby confirm and agree to the above.

Signature: _____ Date: _____
(Gayatri Gupta)

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

BRANDSCAPESWORLDWIDE

Priyanka Ghanekar,
Khar (West),
Mumbai.

July 11, 2018

Dear Priyanka,

Further to our recent discussions, it is with pleasure that we extend this offer of employment with Brandscapes Consultancy Private Limited (the "Company") as Executive Analytics. This offer/appointment is valid subject to the successful completion of your graduation course within the probation period. The Management of Brandscapes Consultancy Pvt Ltd reserves full right to revoke the offer/appointment case you do not fall within the passing category.

This letter agreement sets forth the terms and conditions of your employment with the Company going forward. We anticipate that you would begin work latest by July 16, 2018.

1. **Location**

   Your normal place of work will be Mumbai, India. If business exigencies so require, the Company has the right to relocate you elsewhere within India or outside.

2. **Remuneration**

   Your annual gross remuneration will be Rs.3,41,839/- (Rupees Three Lakh Forty-One Thousand and Eight Hundred & Thirty-Nine Only). Do note, this is inclusive of the discretionary variable performance linked incentive component which may vary and actually be higher or lower than the amount indicated, depending on Company's and your own performance evaluation from year to year.

   Due remuneration, as broken up under separate heads in line with company policy, will be payable monthly, net of applicable statutory taxes and/or other deductions.

3. **Duties**

   Your duties will consist of all usual and customary duties consistent with the position title as shown in the introductory paragraph of this document. The Company can, at its discretion and business requirement, alter duties and responsibilities as considered necessary.

4. **Probation & Confirmation**

   As per Company policy your confirmation would be based on performance evaluation during the probation period which will be of minimum twelve months and may extend till confirmed in writing.

   Company has an internal performance review process for employees. The first review necessitates employment confirmation. Remuneration revision decisions are based on performance evaluation during the review period (April 1st to March 31st) and become effective July 1st onwards. For employee's whose confirmation holds from August 1st to September 30th of the current year, remuneration revision, if any, shall be effective from date of confirmation.

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10. **Other Business Interests/Engagement**

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Please sign this letter below indicating your acceptance to all its terms.

For Brandscapes Consultancy Private Limited

Shailesh Shah
Chief Financial Officer

I hereby confirm and agree to the above.

Signature: _____ Date: _____
(Priyanka Ghanekar)

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail sheetal bhatia <sheetal01bhatia@gmail.com>

Fwd: TATA Communications: Final Selects from EXTC Branch

Atharva Placements <ace.placements2009@gmail.com> Tue, Mar 6, 2018 at 10:55 AM
To: sheetal01bhatia@gmail.com, Atharva Placements <atharva.placements2009@gmail.com>

Regards
Neil.S
Training & Placement Department,
Atharva College of Engineering.

Tel: +91-22-4029 4949 Ext: 135

---------- Forwarded message ----------
From: **Siraj Shaikh** <Siraj.Shaikh@tatacommunications.com>
Date: 5 March 2018 at 14:12
Subject: TATA Communications: Final Selects from EXTC Branch
To: "ace.placements2009@gmail.com" <ace.placements2009@gmail.com>

Dear Neil: Apologies for delay in response on selections. PFB the final selected students from your college from IT/Comp branch.

Kindly communicate the same to students and confirm us back as well. We will release official offer letter to them on or before Friday 09th March 2018.

Name	Contact Number	Email ID	Gender	Branch	College Name
Ganesh D Choudhary	9833189117	ganeshmukesh111@gmail.com	Male	IT/Comp	Atharva College of Engineering
Vinay Vaman Bhat	8208215299	vinayvamanbhat@gmail.com	Male	IT/Comp	Atharva College of Engineering
Ashka Ravindra Ashani	9619449938	ashaniashka@gmail.com	Female	IT/Comp	Atharva College of Engineering
Ketan Bhaskar Kandalkar	9757497627	ketankandalkar477@gmail.com	Male	IT/Comp	Atharva College of Engineering
Chaitali Bagwe	9768079660	cbagwe66@gmail.com	Female	IT/Comp	Atharva College of Engineering
Vinayshri Naik	9768520024	vinny20.naik@gmail.com	Female	IT/Comp	Atharva College of Engineering
Abhishek Jha	7038110378	ajha025@gmail.com	Male	IT/Comp	Atharva College of Engineering

Feel free to revert to this email OR call me for any doubts/queries.

Regards,

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Toshiba.

Gmail

Atharva Placements <ace.placements2009@gmail.com>

CoCubes | Toshiba Mitsubish | 2018 Batch | Offered candidate

3 messages

Kunal Mukte <kunal.mukte@cocubes.in> 17 November 2018 at 10:09
To: Atharva Placements <ace.placements2009@gmail.com>
Cc: Shashank Shekhar Mishra <shashank.mishra@cocubes.com>, Swanand Apte <swanand.apte@cocubes.com>, Srikanth Reddy <srikanth.reddy@cocubes.com>

Dear Neelesh Sir,

Congratulations!!

Please find below the offered candidate by Toshiba Mitsubishi. The student was shortlisted and the interview process was conducted in Mumbai on 1st November.

CoCubes id	Name	Institute Name	Branch
NA	Ashish Dineshbhai Sojitra	Atharva College of Engineering - Mumbai	Electrical Engineering
NA	Vishal Milind Kharote	Atharva College of Engineering - Mumbai	Electrical Engineering

Designation: Graduate Engineer Trainee

Salary: 4 LPA

Thank you for your support during the entire process, looking forward to adding value to your esteemed institute.

Regards,

Kunal Mukte

Associate – Institutions

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Gmail

sheetal bhatia <sheetal01bhatia@gmail.com>

Fwd: TATA Communications: Final Selects from EXTC Branch

Atharva Placements <ace.placements2009@gmail.com> Tue, Feb 20, 2018 at 10:19 AM
To: Atharva Placements <atharva.placements2009@gmail.com>, sheetal01bhatia@gmail.com

Regards
Neil.S
Training & Placement Department,
Atharva College of Engineering.

Tel: +91-22-4029 4949 Ext: 135

---------- Forwarded message ----------
From: **Siraj Shaikh** <Siraj.Shaikh@tatacommunications.com>
Date: 20 February 2018 at 00:59
Subject: TATA Communications: Final Selects from EXTC Branch
To: "ace.placements2009@gmail.com" <ace.placements2009@gmail.com>

Dear Neil,

Hope you are doing well. Apologies for delay in response on selections.

Please find below the final selected students from your college from EXTC branch. I will come back to you with update on IT/Comp branch students by Friday 23rd Feb.

Kindly communicate the same to students and confirm us back as well. We will release official offer letter on or before Friday 23rd Feb.

Name	Contact Number	Email ID	Gender	Branch	College Name	Job Location
Aditya Ravindra Devaskar	9768544505	adidevaskar26@gmail.com	Male	E&TC	Atharva College of Engineering	Pune

Feel free to revert to this email OR call me for any doubts/queries.

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media_net
India: +91.22.6118.7300
US: +1.415.358.0886

April 13, 2018

Arya Balkrishna Parab
507/J, Oshiwara Best Officers Quarters,
Best Nagar,
Goregaon west,
Mumbai-400104

Dear Arya,

MNET Partner Technology Services (I) Pvt. Ltd is very pleased to make you an offer of employment to begin work as a **"Operations Assistant"** on **June 11, 2018**. Your position will carry a compensation package of **INR 2,44,769** inclusive of fixed components, performance bonus and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

This offer expires on **April 16, 2018** (it may self-destruct thereafter ☺) and we request that you join us on **June 11, 2018.**

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with MNET Partner Technology Services (I) Pvt. Ltd will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact **soni.b@media.net** with any questions and to accept this offer.

Yours Sincerely,

Ameya Ayachit
Authorized Signatory

Arya Balkrishna Parab

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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MUMBAI

COMPENSATION & BENEFITS PACKAGE

media_net

India: +91.22.61487300
US: +1.415.358.0886

Name: Arya Balkrishna Parab
Designation: Operations Assistant

COMPONENTS	₹/MONTH	₹/ANNUM	
Basic	10,200	122,400	*Fully Taxable*
House Rent Allowance	1,020	12,240	*Exempted from tax subject to certain conditions as per the Income Tax Rules*
Conveyance	600	7,200	*Fully Taxable*
Special Allowance	5,637	67,644	*Fully Taxable*
Provident Fund	1,224	14,688	*12% of the employers contribution. An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund.*
Gratuity	490	5,880	*Eligibility is as per the Gratuity Act*
ESIC	829	9,948	*4.75% of Gross salary is employer contribution and 1.75% of the Gross salary will be deducted from your monthly salary in lieu your contributioin towards ESIC.*
COMPENSATION	**20,000**	**240,000**	
COST TO COMPANY (A)		**240,000**	
Medical Insurance		4,150	*Sum insured INR 3,00,000 provides coverage employee and their dependents i.e spouse + 2 children. This benefit can also be extended to include dependent parents on an options basis.*
Life Insurance		619	*Sum insured 4X the annual gross salary*
BENEFIT VALUATION (B)		**4,769**	
TOTAL PACKAGE (A+B)		**244,769**	

Additional Benefits & Perks: In addition to the above package, you also get some other benefits listed below
- Free Snacks & Beverages – Fully stocked snack bar with free snacks
- Subsidized Lunch - Buffet lunch/snacks spread, provided at an employee cost sharing basis
- Gym - Accessible around the clock for all employees

For MNET Partner Technology Services (I) Pvt. Ltd.,

Ameya Ayachit
Authorized Signatory

Arya Balkrishna Parab

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

BRANDSCAPESWORLDWIDE

Gayatri Gupta,
Santacruz (West),
Mumbai - 400054.

July 11, 2018

Dear Gayatri,

Further to our recent discussions, it is with pleasure that we extend this offer of employment with Brandscapes Consultancy Private Limited (the "Company") as Executive Analytics. This offer/appointment is valid subject to the successful completion of your graduation course within the probation period. The Management of Brandscapes Consultancy Pvt Ltd reserves full right to revoke the offer/appointment case you do not fall within the passing category.

This letter agreement sets forth the terms and conditions of your employment with the Company going forward. We anticipate that you would begin work latest by July 16, 2018.

1. **Location**

   Your normal place of work will be Mumbai, India. If business exigencies so require, the Company has the right to relocate you elsewhere within India or outside.

2. **Remuneration**

   Your annual gross remuneration will be Rs.3,41,839/- (Rupees Three Lakh Forty-One Thousand and Eight Hundred & Thirty-Nine Only). Do note, this is inclusive of the discretionary variable performance linked incentive component which may vary and actually be higher or lower than the amount indicated, depending on Company's and your own performance evaluation from year to year.

   Due remuneration, as broken up under separate heads in line with company policy, will be payable monthly, net of applicable statutory taxes and/or other deductions.

3. **Duties**

   Your duties will consist of all usual and customary duties consistent with the position title as shown in the introductory paragraph of this document. The Company can, at its discretion and business requirement, alter duties and responsibilities as considered necessary.

4. **Probation & Confirmation**

   As per Company policy your confirmation would be based on performance evaluation during the probation period which will be of minimum twelve months and may extend till confirmed in writing.

   Company has an internal performance review process for employees. The first review necessitates employment confirmation. Remuneration revision decisions are based on performance evaluation during the review period (April 1st to March 31st) and become effective July 1st onwards. For employee's whose confirmation holds from August 1st to September 30th of the current year, remuneration revision, if any, shall be effective from date of confirmation.

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5. **Leave**

You will be entitled to annual/sick/casual leave (currently 23 working days in a twelve-month period from April to March) as also to carry forward unutilized leave entitlement as per Company policy. Any accumulated leave in excess of the maximum permissible limit (one year's leave entitlement) will automatically lapse at the end of each financial year. The Company has no provision for leave encashment either during the employment tenure or at the end of it.

In determining timing and duration of leave, it is expected of the employee to consider Company's business requirements.

Public holidays, as announced are over and above the annual paid leave entitlement. This may differ for different work locations, if so applicable.

6. **Retirement Age**

The normal retirement age for employees is 60 years.

7. **Notice Period**

During probation period, either party can terminate the engagement by serving a notice period of one month. Post confirmation of services, either party may terminate the contract by giving two months' notice in writing or salary in lieu thereof.

Serving the entire notice period is binding unless explicitly advised otherwise by the management. The Company reserves the right to pay pro-rata applicable disbursable compensation, in lieu of the notice period, if it so decides.

Adjustment of leave balance in the notice period will be at the sole discretion of the management.

Notwithstanding the above, Company may terminate the employment without any notice, indemnities and/or compensation in the event of an employee's misconduct, fraud or unethical behavior.

8. **Confidentiality and Non-Interference Agreement**

You will be required to accept/sign the Confidentiality and Non-interference Agreement along with your acceptance of this letter agreement.

9. **Prior Agreements**

You have represented to us that you are not bound by any written or oral agreements, promises, requirements or understandings with any present or previous employer that would or might (to the extent pertinent to your duties for the Company) prevent, impede or constrain you from entering into this letter agreement, working for the Company in a sales, client development or service capacity, or soliciting any persons or entities to become clients of the Company. We have relied upon those representations in determining to extend this employment to you. Without limiting the consequences of that reliance, we wish to specify that this offer of employment, and your rights as an employee of the Company going forward, are and will be contingent upon your continuing to being free from the foregoing agreements, promises, requirements and understandings.

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10. **Other Business Interests/Engagement**

You shall work to the best of your ability and devote your full time to the Company's business as required/directed. So long as you are employed by the Company you shall not have interests - pecuniary, honorary or otherwise, or be engaged at any time either directly or indirectly in any other business or enterprise unless it has been formally communicated and agreed to by the Company.

11. **Media Interaction**

You will not give out to any one, by word of mouth or otherwise, particulars of Company business, its processes and/or client assignments - past, present or in the process, which you may be privy to by virtue of your being our employee. You will also not make any remarks/statements in media (including social media) which may impact the reputation of the Company, its affiliates and/or clients. Indiscretion in this matter could be ground for severe consequences, including termination, as deemed appropriate by the Company.

12. **General**

This letter agreement, together with the Confidentiality and Non-Interference Agreement, represent your entire agreement with the Company and its affiliates on these subjects. This letter agreement reflects your agreement with the Company only; and although the Company's affiliates are additional beneficiaries of this letter agreement, the letter agreement is not binding on any person or entity other than the Company. The Company may assign its rights and benefits under this letter agreement and the Confidentiality Agreement to one or more affiliated companies, or to any company that may purchase all or substantially all of the assets (whether by sale of assets, stock, merger or otherwise) of the Company or any affiliate company.

Please sign this letter below indicating your acceptance to all its terms.

For Brandscapes Consultancy Private Limited

Shailesh Shah
Chief Financial Officer

I hereby confirm and agree to the above.

Signature: _____ Date: _____
(Gayatri Gupta)

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The glitch.

Email offer - Vineet Sharma

1 message

Mubeen Parkar <mubeen.parkar@theglitch.in> Mon, Sep 10, 2018 at 13:13
To: vineet150894@gmail.com
Cc: Unaiza Kadri <unaiza@theglitch.in>, Ashwadhy Chakamatil <ashwadhy@theglitch.in>, HR Mumbai <HR@theglitch.in>

Dear Vineet Sharma,

It is my pleasure to extend the following offer of employment to you on behalf of Glitch Media Private Limited.

Designation: Graphic Designer - Design
Date of Joining: 19th September 2018
Probation: 6 months
Location: Mumbai
Salary break up: Mentioned below

Compensation Break up (In INR)			
Component	**Per Annum**	**Per Month**	**Method of Payment**
Basic	117,000	9,750	Monthly payout
House Rent Allowance (HRA)	58,500	4,875	Monthly payout
Leave Travel Allowance (LTA)	9,750	813	Monthly payout
Special Allowance	168,912	14,076	Monthly payout
Sub Total (a)	**354,162**	**29,514**	
Flexible Compensation Plan (FCP)*			
Meal Coupons	-	-	Basis monthly claims
Telephone & Internet Reimbursement	-	-	Basis monthly claims
Research & Education Reimbursement	-	-	Basis claims
Car Lease Charges (as per car make)	-	-	NA
Petrol Reimbursement	-	-	NA
Drivers Wages	-	-	NA
Fixed Bonus	10,000	833	Annual payout
Gift Coupons	5,000	417	Annual payout
Sub Total (b)	**15,000**	**1,250**	
Provident Fund (Employer's Contribution)	15,210	1,268	
Gratuity	5,628	469	
Sub Total (c)	**20,838**	**1,736**	
Base CTC	**390,000**	**32,500**	

Please Note:

1) You will be eligible for an annual compensation review post completion of a year and/or the next Company Review Cycle as applicable.

2) As per GroupM India practices, it is mandatory for you to complete The WPP Worldwide Ethics Training Program within two weeks and your Google Certification

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Program (GCP) within three months of your Date of Joining.

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*** Flexible Compensation Plan (FCP)**

The Flexible Compensation Plan (FCP) includes a range of option for you to choose from depending on your needs. For any changes or more details in the above breakup, please do get in touch with the HR Team.

Please reply to us with an acceptance email within 48 hours, if you agree with the above outline. Your appointment letter will be given to you once you complete your documentation and joining formalities with us.

–

Mubeen Parkar
Manager | Human Resources
9920379306 / 22-61145718

The Glitch
Mumbai | Delhi | Bengaluru

2nd floor, Crescent Royale,
Andheri west, Mumbai - 400053

www.theglitch.in

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KPIT

Date: 01/03/2018

Dear Gautam Prince,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

S.No.	Amount	Details
1)	INR. 3,25,000 PA	Upon Successful Completion of KPIT Elective (If Applicable).

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.

Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills

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US: +1 415.358.0886

March 19, 2018

Amrata Roopkumar Joshi
A-702, Veena Apartment,
Sejal Park, Link Road,
Goregaon (West),
Mumbai 400104

Dear Amrata,

MNET Partner Technology Services (I) Pvt. Ltd is very pleased to make you an offer of employment to begin work as a **"Campaign Manager"** on **June 04, 2018**. Your position will carry a compensation package of **INR 2,68,831** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees. You will be on probation for a period of **3 months** starting from the day you join the organization.

This offer expires on **March 20, 2018** (it may self-destruct thereafter ☺) and we request that you join us on **June 04, 2018.**

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with MNET Partner Technology Services (I) Pvt. Ltd will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact **liz.s@media.net** with any questions and to accept this offer.

Yours Sincerely,

Ameya Ayachit
Authorized Signatory

Amrata Roopkumar Joshi

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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COMPENSATION & BENEFITS PACKAGE

Name: Amrata Roopkumar Joshi
Designation: Campaign Manager

COMPONENTS	₹/MONTH	₹/ANNUM	
Basic	15,200	1,82,400	*Fully Taxable*
House Rent Allowance	1,520	18,240	*Exempted from tax subject to certain conditions as per the Income Tax Rules*
Conveyance	600	7,200	*Non-Taxable upto INR 1600*
Special Allowance	1,243	14,916	*Fully Taxable*
Provident Fund	1,824	21,888	*12% of the employer's contribution. An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund.*
Gratuity	731	8,772	*Eligibility is as per the Gratuity Act*
ESIC	882	10,584	*4.75% of Gross salary is employer contribution and 1.75% of the Gross salary will be deducted from your monthly salary in lieu your contribution towards ESIC.*
COMPENSATION	**22,000**	**2,64,000**	
COST TO COMPANY (A)		**2,64,000**	
Medical Insurance		4,150	*Sum insured INR 3,00,000 provides coverage employee and their dependents i.e spouse + 2 children. This benefit can also be extended to include dependent parents on an options basis.*
Life Insurance		681	*Sum insured 4X the annual gross salary*
BENEFIT VALUATION (B)		**4,831**	
TOTAL PACKAGE (A+B)		**2,68,831**	

Additional Benefits & Perks: In addition to the above package, you also get some other benefits listed below
- Free Snacks & Beverages – Fully stocked snack bar with free snacks
- Subsidized Lunch - Buffet lunch/snacks spread, provided at an employee cost sharing basis
- Gym - Accessible around the clock for all employees

For MNET Partner Technology Services (I) Pvt. Ltd.,

Ameya Ayachit
Authorized Signatory

Amrata Roopkumar Joshi

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US: +1 415.358.0886

List of Documents

1. Four Passport size color photographs.

2. Proof of Residence:

Permanent (& Temporary if any) Passport/ Driving License/ Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:

a) SSC, HSC passing certificate and mark sheet
b) Graduation Certificate and all semester mark sheets
c) Post Graduation Certificates and mark sheets
d) Any other Professional Course Certificates
e) Resume

4. Details of Previous Employment

a) Appointment letter (from all previous employers)
b) Increment Letter (If applicable)
c) Work experience certificate (from all previous employers)
d) Salary certificate/Pay slip of last 3 months salary drawn in previous Company
e) Bank statement of last 3 months from the previous employer (photocopy required)

5. Submit 2 photocopy of your Pan card & Aadhar Card (Both Mandatory)

6. Form 16/ Salary Certificate/ 16A issued by the relieving company.

7. References: Kindly provide two Professional References along with their contact details and their relation with you. No personal relation references would be accepted.

IMPORTANT: Please remember that you MUST submit the above documents on or before the day of joining. Also please carry the original (as well as 1 photocopy) of all the above mentioned documents for verification.

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RoboKart
Share what you do

Bungalow - 116, RSC – 6
Gorai – 1, Borivali – W,
Mumbai 400091
E: chaitali@robokart.com

21st May 2018
To,

Mr Arya Parab,
Mumbai.

Subject: Appointment letter

Dear Arya,

Congratulations!

We are pleased to appoint you as **"Business Development & Marketing Consultant"**. Your Date of Joining with us is **8th June 2018**.

At the time of joining, you are required to bring following original documents:

Xerox Copies of all Education Qualification Certificates with Mark sheets (10th, 12th, Degree/Diploma/PG etc.)
Original Experience Certificate of past Employments. Xerox of Proof of Age (Birth Certificate) Xerox Copy of the passport. 4 Passport Size Photographs

We welcome you to the Robokart Family and look ahead to a long term association with you

Yours truly,

Chaitali Shah
HR Manager
07977260133

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MUMBAI

RoboKart
Share what you do

Bungalow - 116, RSC – 6
Gorai – 1, Borivali – W,
Mumbai 400091
E: chaitali@robokart.com

21st May 2018
To,

Ms Vijetha Jogu,
Mumbai.

Subject: Appointment letter

Dear Vijetha,

Congratulations!

We are pleased to appoint you as **"Business Development & Marketing Consultant"**. Your Date of Joining with us is **8th June 2018**.

At the time of joining, you are required to bring following original documents:

Xerox Copies of all Education Qualification Certificates with Mark sheets (10th, 12th, Degree/Diploma/PG etc.)
Original Experience Certificate of past Employments. Xerox of Proof of Age (Birth Certificate) Xerox Copy of the passport. 4 Passport Size Photographs

We welcome you to the Robokart Family and look ahead to a long term association with you

Yours truly,

Chaitali Shah
HR Manager
07977260133

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MUMBAI

RoboKart
Share what you do

Bungalow - 116, RSC – 6
Gorai – 1, Borivali – W,
Mumbai 400091
E: chaitali@robokart.com

21st May 2018
To,

Ms Namrata Jadhav,
Mumbai.

Subject: Appointment letter

Dear Namrata,

Congratulations!

We are pleased to appoint you as **"Business Development & Marketing Consultant"**. Your Date of Joining with us is **8th June 2018**.

At the time of joining, you are required to bring following original documents:

Xerox Copies of all Education Qualification Certificates with Mark sheets (10th, 12th, Degree/Diploma/PG etc.)
Original Experience Certificate of past Employments. Xerox of Proof of Age (Birth Certificate) Xerox Copy of the passport. 4 Passport Size Photographs

We welcome you to the Robokart Family and look ahead to a long term association with you

Yours truly,

Chaitali Shah
HR Manager
07977260133

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RoboKart
Share what you do

Bungalow - 116, RSC – 6
Gorai – 1, Borivali – W,
Mumbai 400091
E: chaitali@robokart.com

21st May 2018
To,

Ms Dhwani Vora,
Mumbai.

Subject: Appointment letter

Dear Dhwani,

Congratulations!

We are pleased to appoint you as **"Business Development & Marketing Consultant"**. Your Date of Joining with us is **8th June 2018**.

At the time of joining, you are required to bring following original documents:

Xerox Copies of all Education Qualification Certificates with Mark sheets (10th, 12th, Degree/Diploma/PG etc.)
Original Experience Certificate of past Employments. Xerox of Proof of Age (Birth Certificate) Xerox Copy of the passport. 4 Passport Size Photographs

We welcome you to the Robokart Family and look ahead to a long term association with you

Yours truly,

Chaitali Shah
HR Manager
07977260133

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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MUMBAI

ACTY SYSTEM

Date: 26th March, 2018

To,
Mr.VishalPrajapati,

Mobile No: 9004201127

Subject: Letter of Offer

Dear Mr.Vishal Prajapati,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Programmer"** in our organization.

We expect you to join on **02nd July, 2018 Monday**, at Mumbai location.

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

Please return the duplicate copy of this letter duly signed as token of your acceptance.

We are pleased to offer you salary of Rs. 17,000/- gross p.m. After 6 months on confirmation, bonus part would be added in your CTC. And after 1 year we may do increment to bring you in yearly increment cycle.

The above offer is valid only till **Friday, 30th March, 2018..**

The detailed salary structure will be mentioned in the Appointment letter, which will be given to you on your joining day itself.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President – Corporate Head)

(Candidate's Signature

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MUMBAI

ACTY SYSTEM

General Instructions: Rules & Regulations

1. In general, working time shall be from 09.00 AM to 6:00 PM, but sign-out time may vary depending on Project Work.

2. Employee must be at the place of work by the fixed / notified time, a trainee who reaches the office after the starting time but within 15 minutes of the fixed / notified starting time may be allowed to perform his / her duties. If in case he/she is not able to do so he must inform this to his/her reporting authority with valid reason.

3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.

4. Stipend/Salary will be paid by the 6th of every month.

5. **The Employee has to pay security deposit of Rs.60,000/- in the form of DD (Demand draft) in the name of Acty System India Pvt. Ltd.At the time of joining the company for the period of 2 years and the same will be refunded by the Company to the employee after completion of 2 years of service with the company. This security deposit amount of Rs.60,000/- will not be returned back by the company in case the employee discontinue his/her service before the completion of 2 years from the date of joining. In case of Poor performance, company may relieve employee and company may return security deposit as per case. Management will take final decision as per employee's performance.**

6. Everybody will swipe their Login time and Logout time through their proximity card whenever they will go out of office during working hours.

7. Every one shall take a 1hour lunch break between 12.00 pm to 1.00 pm in the designated area away from their workstations and the tea – break will be between 4.00 pm to 4.10 pm.

8. All employees will keep their cell/mobile phones on vibration modeand will not talk more than 10 minutes during working hours except in case ofany emergency. For making calls using the mobile or for attending incoming calls one must use the Open Area for the same. Make sure that the other employees are not disturbed by you while doing so. If found guilty of doing so disciplinary action shall be taken against the concerned employee.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

9. All the employees are required to report to his/her Team Leader about their work status, who in turn will report to their project manager.

10. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.

11. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

12. Nobody will leave the Office premises without approval taken from their Project Manager even if his/her office hour ends.

13. If any of the employees are going out of office during regular hours for more than 10 minutes (for lunch, personal work, tea, etc...) then they have to take an approval for the same from their superiors.

14. Using Company equipment for purposes other than business (i.e. playing games on computers or more personal Internet usage like surfing and chatting) may result in disciplinary action. (Like warning letter, penalty in terms of finance or more)

15. All the communications must be made through their official mails while in office premises.

Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: Vishal Prajapati 28/3/18.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

ACTY SYSTEM

Date: 26th March, 2018

To,
Mr. Rupnarayan Yadav,
yadavrup2020@gmail.com
Mobile No 8286652934

Subject: Letter of Offer

Dear Mr.Rupnarayan Yadav,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Programmer"** in our organization.

We expect you to join on **02nd July, 2018 Monday**, at Mumbai location.

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

Please return the duplicate copy of this letter duly signed as token of your acceptance.

We are pleased to offer you salary of Rs. 17,000/- gross p.m. After 6 months on confirmation, bonus part would be added in your CTC. And after 1 year we may do increment to bring you in yearly increment cycle.

The above offer is valid only till **Friday, 30th March, 2018.**

The detailed salary structure will be mentioned in the Appointment letter, which will be given to you on your joining day itself.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President – Corporate Head)

(Candidate's Signature

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ACTY SYSTEM

General Instructions: Rules & Regulations

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3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.

4. Stipend/Salary will be paid by the 6th of every month.

5. **The Employee has to pay security deposit of Rs.60,000/- in the form of DD (Demand draft) in the name of Acty System India Pvt. Ltd.At the time of joining the company for the period of 2 years and the same will be refunded by the Company to the employee after completion of 2 years of service with the company. This security deposit amount of Rs.60,000/- will not be returned back by the company in case the employee discontinue his/her service before the completion of 2 years from the date of joining. In case of Poor performance, company may relieve employee and company may return security deposit as per case. Management will take final decision as per employee's performance.**

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10. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.

11. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

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Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: _____ 28/03/2018 _____

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

ACTY SYSTEM

Date: 26th March, 2018

To,
Mr. Darshitkumar Suratwala,
darsuratwala@gmail.com
Mobile No9819155838

Subject: Letter of Offer

Dear Mr.Darshikumar Suratwala,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Programmer"** in our organization.

We expect you to join on **02nd July, 2018 Monday**, at Mumbai location.

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

Please return the duplicate copy of this letter duly signed as token of your acceptance.

We are pleased to offer you salary of Rs. 17,000/- gross p.m. After 6 months on confirmation, bonus part would be added in your CTC. And after 1 year we may do increment to bring you in yearly increment cycle.

The above offer is valid only till **Friday, 30th March, 2018.**

The detailed salary structure will be mentioned in the Appointment letter, which will be given to you on your joining day itself.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President – Corporate Head)

(Candidate's Signature

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ACTY SYSTEM

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- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: Darshit 28/3/18

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Face Academy.

Gmail

Atharva Placements <ace.placements2009@gmail.com>

Fwd: FACE | Letter of Offer | Atharva college of Engineering

1 message

sheetal bhatia <sheetal01bhatia@gmail.com> 1 March 2019 at 11:46
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **Campus Recruitment** <campus@focusacademy.in>
Date: Fri, Apr 20, 2018 at 4:37 PM
Subject: FACE | Letter of Offer | Atharva college of Engineering
To: <sheetal01bhatia@gmail.com>

Dear Sir,

Greetings from FACE HR Team !!

We are pleased to extend our letter of offer to the selected students from your institution.

We have enclosed the offer letters for these students below

S.No.	Name	Mode of Offer
1	Saurabh Patil	IN

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

2	Shweta Deodatta Sane	IN

Kindly acknowledge and do let us know in case of any queries.

Thank you for the co-operation and support during this process.

Thanks,
Nisha

Best Regards,
HR Team

FACE Focus Academy for Career Enhancement
12, Lakshmi Nagar, Avinashi Road, Coimbatore - 641014 |
Tel: +91 422 4506070 | **Mobile:** +91 8508932133 |
Email: campus@focusacademy.in | **Website:** www.focusacademy.in

The information contained in this email and any attachments is confidential and may be subject to copyright or other intellectual property protection. If you are not the i you are not authorized to use or disclose this information, and we request you to notify us by reply mail at email@focusacademy.in or telephone and delete the original your mail system.

Virus-free. www.avg.com

Atharva.rar
743K

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Focus Academy for Career Enhancement
An IIM Graduates' Enterprise

FACE

April 20, 2018

Mr Saurabh Ashok Pa l
C 5/22, Sector-18,
Cidco Colony,
New Panvel-410206

Dear Saurabh Ashok Pa l,

Further to our interac ons with you, we are pleased to o er you an Internship posi on in Training Department at Focus 4-D Career Educa on Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addi on to the du es that were outlined during your interview, you shall perform such other du es as are customarily associated with such a posi on and as the authorized representa ves of the management may from me to me require. You shall devote your full business e orts and me to FACE and agree to perform your du es faithfully and to the best of your ability. You agree not to engage in any other employment, occupa on or consul ng ac vity for any direct or indirect remunera on during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induc on training and subsequently when you travel as a trainer. Your base loca on and date of joining will be in mated closure to your joining.

This internship is strictly full- me. During your internship, you will be paid s pend of Rs.8,000/- per month plus an accommoda on allowance (depending upon your base loca on). A full me o er of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base loca ons (di erent from your base loca on during internship) when being made a full- me o er.

Thank you.
Yours sincerely
For Focus 4 – D Career Educa on Pvt Ltd

Arumugam N Vadivelu
Manager-Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Focus Academy for Career Enhancement
An IIM Graduates' Enterprise

FACE

April 20, 2018

Ms Shwetha Deoda a Sane
Aanapurna' 2nd Floor,
Paranjape 'B' Scheme,
Road No:3,
Vile-Parle-400057

Dear Shwetha Deoda a Sane,

Further to our interac ons with you, we are pleased to o er you an Internship posi on in Training Department at Focus 4-D Career Educa on Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addi on to the du es that were outlined during your interview, you shall perform such other du es as are customarily associated with such a posi on and as the authorized representa ves of the management may from me to me require. You shall devote your full business e orts and me to FACE and agree to perform your du es faithfully and to the best of your ability. You agree not to engage in any other employment, occupa on or consul ng ac vity for any direct or indirect remunera on during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induc on training and subsequently when you travel as a trainer. Your base loca on and date of joining will be in mated closure to your joining.

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Name & Signature of the candidate with date of acceptance

12, Lakshmi Nagar, ThottipalayamPirivu, Avinashi Road, Coimbatore – 641 014 | Ph: +91 422 4506070 | Email: info@focusacademy.in

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

amazon | Data Services (India) Private Limited

OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Eshant Sah Radheshyam
Ajit glass factory,Jogeshwari(west),Mumbai
Mumbai – 400102
MH
IND

Dear Eshant,

On behalf of **Amazon Data Services India Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi – 110 019 (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **DCO Tech Intern** at **Mumbai**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. **Date of Commencement**

Your fixed term employment with Amazon India will commence on **25-Jun-2018** and shall end as per the provisions contained in Section 13 herein below.

2. **Duties**

2.1 You will be employed in the position of DCO Tech Intern. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail

sheetal bhatia <sheetal01bhatia@gmail.com>

FACE | Letter of Offer | Atharva college of Engineering

Campus Recruitment <campus@focusacademy.in>
To: sheetal01bhatia@gmail.com

Fri, Apr 20, 2018 at 4:37 PM

Dear Sir,

Greetings from FACE HR Team !!

We are pleased to extend our letter of offer to the selected students from your institution.

We have enclosed the offer letters for these students below

S.No.	Name	Mode of Offer
1	Saurabh Patil	IN
2	Shweta Deodatta Sane	IN

Kindly acknowledge and do let us know in case of any queries.

Thank you for the co-operation and support during this process.

Thanks,
Nisha

Best Regards,
HR Team

FACE

Focus Academy for Career Enhancement
An IIM Graduates' Enterprise

12, Lakshmi Nagar, Avinashi Road, Coimbatore - 641014 |
Tel: +91 422 4506070 | **Mobile:** +91 8508932133 |
Email: campus@focusacademy.in | **Website:** www.focusacademy.in

The information contained in this email and any attachments is confidential and may be subject to copyright or other intellectual property protection. If you are not the intended recipient, you are not authorized to use or disclose this information, and we request you to notify us by reply mail at email@focusacademy.in or telephone and delete the original message from your mail system.

Atharva.rar
743K

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

amazon | Data Services (India) Private Limited

OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Anil Gautam Saravade
501 B-90 SHUBANGAN 2 CHS LTD POONAM SAGAR COMPLEX NEAR, THANE
Mumbai – 401107
MH
IND

Dear Anil,

On behalf of **Amazon Data Services India Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi – 110 019 (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment (hereinafter the "Offer cum Appointment Letter") the position of **DCO Tech Intern** at **Mumbai**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

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REGISTERED OFFICE:
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi – 110 019
Telephone: +91 80 3342 0300, Fax: +91 80 3062 5685
CIN: U74999DL2016FTC301945

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

23rd May, 2018

Sports Interactive

Mr. Harshvardhan Mahendra Sakhare,
B-402, Vijay Co-op Housing Society,
Link Road, Opp. Evershine Mall, Chincholi Bunder,
Malad West, Mumbai-400 064.

Dear Harshvardhan,

Further to our meetings and discussions, we are pleased to confirm Sportz Interactive's intent to offer and provide you with a full-time role with our Mumbai Team. We would like you to join us on or before **4th June, 2018** as a **"Junior Associate – Development (.NET)".**

As agreed, your Gross Annual CTC will be as mentioned below –

- ₹2,70,000 /- (Rupees Two Lakh Seventy Thousand Only) payable in equal monthly instalments (gross monthly salary) effective 4th June, 2018
- ₹30,000/- (Rupees Thirty Thousand Only) as a guaranteed bonus payable by the month of June 2019 **(this date will be one year from the DOJ)**

Some key standard HR policies or specific terms that will apply to you are as follows:

- Salary and other employment-related details must be kept strictly confidential.
- Your probation will be for a period of 3 months unless extended for a further period.
- During probation, you may resign from the services of the company by providing one months' written notice. If the company decides to terminate any employee for any reason, then the notice period will be decided solely by the company.
- Upon confirmation, you may resign from the services of the company by providing 3 months' written notice.
- This offer letter is provisional subject to your joining date, successful completion of background verification and acceptance of the terms and conditions of employment listed above.
- You may also be required to sign documents detailing your code of conduct in relation to general guidelines and policies expected due to your employment. The general policies are subject to change based on periodic reviews as per business requirements.
- It is clearly understood by **Mr. Harshvardhan Mahendra Sakhare,** that failure to report on work on or before schedule dated i.e. **4th June, 2018** and to provide necessary notice period as per 1.3 (a) clause of the Agreement shall amount to breach of trust and the Company shall proceed to take appropriate legal measures and penalty will be imposed at the sole discretion of the company.

Kindly return the duplicate copy of this letter signed in acceptance of this offer. **This offer letter may also serve as your appointment letter when you join the Company.** On behalf of the Management and the entire team, we wish you the very best and look forward to your innings with Sportz Interactive.

Sincerely,
For **N. A. SPORTZ INTERACTIVE PVT. LTD.**

_____
(Accepted & Confirmed)

Yesha Brahmbhatt
Manager – Human Resources

Date: _____

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the AGREEMENT ON PROFESSIONAL CONDUCT, CONFIDENTIALITY, NON-DISCLOSURE & NON-COMPETE which is attached to this offer letter and hereby assure that I will abide to all the conditions mentioned.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

24th May, 2018

Mr. Devraj Y Redkar,
2/101, the Discovery Dattapada Road,
Opp. J B Khot School,
Borivali East, Mumbai-400 066.

Dear Devraj,

Further to our meetings and discussions, we are pleased to confirm Sportz Interactive's intent to offer and provide you with a full-time role with our Mumbai Team. We would like you to join us on or before **4th June, 2018** as a **"Junior Associate – Development (.NET)".**

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- During probation, you may resign from the services of the company by providing one months' written notice. If the company decides to terminate any employee for any reason, then the notice period will be decided solely by the company.
- Upon confirmation, you may resign from the services of the company by providing 3 months' written notice.
- This offer letter is provisional subject to your joining date, successful completion of background verification and acceptance of the terms and conditions of employment listed above.
- You may also be required to sign documents detailing your code of conduct in relation to general guidelines and policies expected due to your employment. The general policies are subject to change based on periodic reviews as per business requirements.
- It is clearly understood by **Mr. Devraj Y Redkar,** that failure to report on work on or before schedule dated i.e. **4th June, 2018** and to provide necessary notice period as per 1.3 (a) clause of the Agreement shall amount to breach of trust and the Company shall proceed to take appropriate legal measures and penalty will be imposed at the sole discretion of the company.

Kindly return the duplicate copy of this letter signed in acceptance of this offer. **This offer letter may also serve as your appointment letter when you join the Company.** On behalf of the Management and the entire team, we wish you the very best and look forward to your innings with Sportz Interactive.

Sincerely,
For **N. A. SPORTZ INTERACTIVE PVT. LTD.**

_____
(Accepted & Confirmed)

Yesha Brahmbhatt
Manager – Human Resources

Date: _____

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the AGREEMENT ON PROFESSIONAL CONDUCT, CONFIDENTIALITY, NON-DISCLOSURE & NON-COMPETE which is attached to this offer letter and hereby assure that I will abide to all the conditions mentioned.

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MUMBAI

Gmail

Byjus

Atharva Placements <atharva.placements2009@gmail.com>

Fwd: Interview Result at BYJU's

chanda chouhan <chanda.chouhan@gmail.com> Tue, May 22, 2018 at 3:40 PM
To: Atharva Placements <atharva.placements2009@gmail.com>

---------- Forwarded message ----------
From: "Rushabh Shah" <luciferspheonix@gmail.com>
Date: May 22, 2018 15:37
Subject: Fwd: Interview Result at BYJU's
To: <chanda.chouhan@gmail.com>
Cc:

---------- Forwarded message ----------
From: Aman Choudhary <aman.choudhary+14208@byjus.com>
Date: Fri, 4 May 2018, 19:38
Subject: Interview Result at BYJU's
To: <luciferspheonix@gmail.com>



Dear Rushabh Shah,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Associate** at **BYJU'S – The Learning App**.

BYJU'S is one of the world's largest edu-tech companies and India's most-loved education app that offers students a platform to explore their curious minds fuelled by adaptive, engaging and effective learning programs. BYJU'S has been at the forefront of creating unique learning experiences for students across grades and help children fall in love with learning. Launched in 2015, BYJU'S is the most preferred education app for students across age groups.

Today, BYJU'S has over 12 million downloads, 700,000 annual paid subscriptions and sees an addition of 40,000 students every month. With an average time of 51 minutes being spent by a student on the app every day from 1700+ cities, BYJU'S – The Learning App is making learning enjoyable and effective. Also, the annual renewal rates of 90% is a testament of the fact that the app is helping students learn better.

BYJU'S is backed by strong partners like the Chan-Zuckerberg Initiative, World Bank's investment arm – International Finance Corporation (IFC),Verlinvest, Tencent, Aarin Capital, Sequoia Capital, Sofina, TimesInternet and Lightspeed ventures. BYJU'S is also the largest funded Ed-tech startup in India and aims to become the largest education company in the world.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please make a note of below details to smoothen your onboarding with us:

Date of Joining: 06/18/2018

Role Location: Mumbai

Fixed CTC: 700000

Variable CTC: 300000

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MUMBAI

BYJU'S
The Learning App

Byjus

OFFER LETTER

Date: 03rd May 2018

Mr./Ms. jigar bhatt,

Welcome to BYJU'S!
Congratulations on your decision of partnering with us in our endeavour to change the face of education.
We are pleased to offer you the position of "**Trainee - Sales**" on following terms and conditions:

Offer Details:

Designation:	Trainee - Sales
Department:	Business Development
Unit Name:	Sales
Employment Type:	Trainee
CTC per Annum:	
• Fixed Compensation:	INR 700000 /-
• Variable Compensation:	INR 300000 /-

Reporting Details:

Reporting Location:	BYJU'S (Think & Learn Pvt Ltd), 6th Floor, Tower D, IBC Knowledge Park, Dairy circle, Bannerghatta Main Road, Bangalore- 560029.
Date of Joining:	11th Jun 2018

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

a) Provident Fund
b) Income tax deducted at source at the rates applicable
c) Employment/Professional taxes
d) Dues to company including loans and advances
e) Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

a) You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
b) You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
c) You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

Please accept this offer by clicking ☑ button in your portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same.

You are requested to join the services of the Company not later than **11th Jun 2018,** failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.
We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.
Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

For and Behalf of,
Think & Learn Pvt. Ltd.
Human Resource

Accept Job Offer by signing below
Signature

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Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The trainee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As a trainee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our trainee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: trainee should do nothing that might discredit or embarrass the Company, its clients, or themselves as trainee of the Company.
All Think & Learn Pvt. Ltd., trainees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

a) 12th Mark sheet
b) 10th Mark sheet
c) Graduation/Post Graduation Mark sheet–All semester mark sheet
d) Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
e) Resume
f) BYJU'S Offer Letter
g) Pan Card
h) Aadhaar Card
i) Voter ID/Passport/Driving License
j) Cancelled Cheque/Bank Statement/Bank Passbook
k) Passport Size Photograph
l) All current & previous companies relieving/experience letter(Only for experienced candidate)
m) Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

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MUMBAI

Quinnox.

Gmail

Atharva Placements <ace.placements2009@gmail.com>

Selected students -Atharva College

1 message

Kalpana Medbalmi <KalpanaM@quinnox.com>
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

29 May 2018 at 18:21

Dear Placement Team

We Glad to share that below mentioned students are selected from Atharva College

Pls capture their BE agregate % till 7th sem

Karishma Narendra Chogale	Selected	%

The Joining is subject to their aggregate score 60% and above

Request you to convey below details to students

We have the Parents meet scheduled on 5th June -2pm –Quinnox Office

Date of Joining – 16th July

Parents Meet and offer letter on 5th June -2pm @ Quinnox office

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Vistaar.

Gmail

Atharva Placements <atharva.placements2009@gmail.com>

Campus Placement for BE students - 2018 Batch

Mahendra More <mmore@vistaar.in> Thu, Jun 21, 2018 at 3:22 PM
To: Atharva Placements <atharva.placements2009@gmail.com>
Cc: Chhavi Mittal <chmittal@vistaar.in>

Hi Bhumika,

We have offered following students:

Ajay Kushwaha	BE-IT	2018	Atharva	9702511552	kajay6029@gmail.com
Shashank Kawle	BE-IT	2018	Atharva	7400322062	shashankkawle67@gmail.com
Ketki Joshi	BE-IT	2018	Atharva	9757408923	ketkijoshi79@gmail.com

Thanks & Regards,

Mahendra More | Vistaar Systems Private Limited | Mumbai | India
office:+91-22-66931444 | fax: +91-22-66910511 | email: mmore@vistaar.in

Vistaar Technologies | Price Management Solutions
Visit us on Facebook, Twitter and LinkedIn

From: Mahendra More
Sent: Friday, June 15, 2018 5:13 PM
To: 'Atharva Placements'
Cc: Chhavi Mittal
Subject: RE: Campus Placement for BE students - 2018 Batch

Dear Bhumika,

[Quoted text hidden]

Vistaar Systems Pvt. Ltd.

Raheja Point 1, Wing "A",

Pt. J. N. Road,

Vakola, Santacruz (east)

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➢ **Landmark: Near SVC Tower OR Diagonally opposite to Vakola Church**

Contact Person: Mahendra More

Kindly ask the students to carry following documents along:

- Address Proof (Passport / Adhaar / Electricity Bill – 2 copies)
- Copies of Academic Qualifications and other achievements.
  - 10th & 12th – mark sheets and passing certificate
  - Diploma (If Any) – All semester mark sheets and passing certificate
  - B.E./B.Sc./M.Sc.-IT/MCA- All semester mark sheets and passing certificate
  - Any professional qualification – GNIIT, Aptech, C-DAC – All semester mark sheets and certificates.
- Permanent Account Number (PAN), if any, for Income tax purposes. (2 Copies)

NOTE: Please ask the students to report on time

Thanks & Regards,

Mahendra More | Vistaar Systems Private Limited | Mumbai | India
office:+91-22-66931444 | fax: +91-22-66910511 | email: mmore@vistaar.in

Vistaar Technologies | Price Management Solutions
Visit us on Facebook, Twitter and LinkedIn

[Quoted text hidden]

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Gmail

sheetal bhatia <sheetal01bhatia@gmail.com>

Shortlisted Candidates for Face to Face Interview: Accionlabs

Ajay Jaiswal <ajay.jaiswal@accionlabs.com> Fri, Jan 12, 2018 at 3:20 PM
To: Atharva Placements <ace.placements2009@gmail.com>
Cc: sheetal01bhatia@gmail.com

Hi Sheetal/Neil,

Below are the selected candidates for the said position.

Mihir Jayavant
Ankita Chavan
Nirav Waghela

They are going to receive the offer letter soon. Most probably by today EOD or by Monday first half

hank you both for your tremendous support

Accionlabs | Driving Outcomes Through Actions!
Ajay Jaiswal | Recruitment Executive
9870206652
022-42977100 (Extn: 109)
US | India | Singapore | Malaysia | UAE | Australia | UK

Driving Outcomes Through Actions!

Cloud | Mobility | Social Media | Automation | BI/DW | Machine Learning | SaaS | DevOps | HealthcareIT | Salesforce (SFDC) | Azure | Frontend (UI) | Digital Transformation | Software Engineering Services | ITOM

[Quoted text hidden]

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Suntuity
POWER TO CHANGE YOUR WORLD

Date: October 8, 2018

Raghunath chawal Naupada
Behind holly cross church, L.B. Smarg
Mumbai 400 070
kural (w)

Dear Miss. Vijetha Jogu,

With reference to your application and the interview you had with us, we are pleased to appoint you as **"Trainee Solar Designer"** at our office with effect from October 8, 2018 on the following terms and conditions:

1.0 SALARY

Salary and allowances applicable to you is as per 'Annexure-A' enclosed.

2.0 LEAVE

a) You will be entitled to leave, as per the provision of company's policy.

b) If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require.

c) If called upon, you shall submit yourself to an examination by a qualified registered medical practitioner appointed or agreed to by the management and you may be required to produce a certificate of medical fitness before you resume work.

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Suntuity
POWER TO CHANGE YOUR WORLD

During or after confirmation, your services are terminable on assigning a reason, by giving 2 months' notice in writing. You are expected to help find a replacement and train the appointed personnel before leaving the company.

Kindly go through the contents and return this letter duly signed by you as taken by your acceptance of the terms and conditions mentioned herein.

We welcome you and wish you all the very best in our Company.

Sincerely Yours,
For Suntuity Renewable Energy India LLP

SUNTUITY RENEWABLE ENERGY INDIA LLP ★ MUMBAI

Triveni Rana
HR Manager

I, Vijetha Jogu residing at Raghunath chawl naupada kurla (w). L.B.S marg Mum-7 have carefully read the above terms and conditions and that they are acceptable to me in full.

Name: Vijetha V. Jogu Signature: Vijeta

Date: 08/10/2018

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ANNEXURE A

1. SERVICES: You will report to Ms. Imaan Javan and perform all duties as needed to be performed by "Trainee Solar Designer" and as indicated by your immediate manager.

2. FEES: Suntuity Renewable Energy India LLP will pay you the following salary in accordance with the payment terms of the Agreement:

    - You shall receive Rs. 15000/- per month as your remuneration including Taxes during the probation period, after which the remuneration maybe increased based on satisfactory performance.
    - No other compensation shall be made for Travel, Accommodation and personal expense.
    - Please note that your salaried income and bonuses are subject to taxes; all applicable taxes will be withheld from your salary at source as per the prevailing laws and regulations. Tax matters such as filing of tax returns for your compensation will be your responsibility.

IN WITNESS WHEREOF, the Parties hereto have caused this to be executed by their duly authorized representatives.

AGREED AND ACCEPTED BY:

Suntuity Renewable Energy India LLP	Employee
Sign:	Sign: Vijeta
Name: Triveni Rana	Name: Vijetha Jogu
Title: HR Manager	Title: Trainee Solar Designer
Date: 08/10/2018	Date: 08/10/2018

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Sankey.

Gmail

Atharva Placements <ace.placements2009@gmail.com>

Fwd: SANKEY SOLUTIONS-LIST OF SELECTED STUDENT

1 message

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> 10 October 2018 at 13:58
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **hr** <hr@sankeysolutions.com>
Date: Wed, Oct 10, 2018 at 1:51 PM
Subject: SANKEY SOLUTIONS-LIST OF SELECTED STUDENT
To: <sheetalbhatia@atharvacoe.ac.in>
Cc: <sandeep@sankeysolutions.com>, <suhas@sankeysolutions.com>, <komal.k@sasnkeysolutions.com>

Hi,

This is to inform you that we want the joining date of the selected Student of your College from the Pool Placement Drive which was held in Indra Ghadhi College . Let us know the final joining date for the below listed students by end of the day.

- Rohan Gantellu –gantellu@gmail.com
- Kuntan Shivaji Sutar –sutarkuntan@gmail.com

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NSDL

Gmail

Atharva Placements <atharva.placements2009@gmail.com>

Requirement: Management Trainees

Pallavi P. Prasade <pallavip@nsdl.co.in> Tue, Oct 30, 2018 at 4:44 PM
To: sheetal bhatia <sheetal01bhatia@gmail.com>
Cc: Atharva Placements <atharva.placements2009@gmail.com>, Sarita D'souza <SaritaP@nsdl.co.in>, "Sujash K. Musib" <SujashM@nsdl.co.in>, Jay Vithlani <JayV@nsdl.co.in>

Dear Sheetal,

Mr. Vinay Maheshwar has been selected, we shall soon initiate his on boarding process.

Regards,

Pallavi Prasade | Assistant Manager | NSDL e-Governance Infrastructure Limited | (CIN U72900MH1995PLC095642)

Direct: + 91 022 2499 4167 | Email: pallavip@nsdl.co.in | Website: www.egov-nsdl.co.in

NSDL
Technology, Trust & Reach

"Celebrating an iconic journey of 20 years"

1st Floor, Times Tower, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400 013

From: sheetal bhatia [mailto:sheetal01bhatia@gmail.com]
Sent: 22 October 2018 17:42
To: Pallavi P. Prasade <pallavip@nsdl.co.in>
Cc: Atharva Placements <atharva.placements2009@gmail.com>; Sarita D'souza <SaritaP@nsdl.co.in>; Sujash K. Musib <SujashM@nsdl.co.in>; Jay Vithlani <JayV@nsdl.co.in>

[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

[Quoted text hidden]
[Quoted text hidden]

"Celebrating an iconic journey of 20 years"

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Toshiba.

Gmail

Atharva Placements <ace.placements2009@gmail.com>

CoCubes | Toshiba Mitsubish | 2018 Batch | Offered candidate

3 messages

Kunal Mukte <kunal.mukte@cocubes.in> 17 November 2018 at 10:09
To: Atharva Placements <ace.placements2009@gmail.com>
Cc: Shashank Shekhar Mishra <shashank.mishra@cocubes.com>, Swanand Apte <swanand.apte@cocubes.com>, Srikanth Reddy <srikanth.reddy@cocubes.com>

Dear Neelesh Sir,

Congratulations!!

Please find below the offered candidate by Toshiba Mitsubishi. The student was shortlisted and the interview process was conducted in Mumbai on 1st November.

CoCubes id	Name	Institute Name	Branch
NA	Ashish Dineshbhai Sojitra	Atharva College of Engineering - Mumbai	Electrical Engineering
NA	Vishal Milind Kharote	Atharva College of Engineering - Mumbai	Electrical Engineering

Designation: Graduate Engineer Trainee

Salary: 4 LPA

Thank you for your support during the entire process, looking forward to adding value to your esteemed institute.

Regards,

Kunal Mukte

Associate – Institutions

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- MGM

Results:
https://tinyurl.com/ags-results

Thank you.

Regards,
Bhushan Talekar
Head of Training & Placements,
VIVA,
Virar, Mumbai.
#sabkojobmilega

www.vivacollege.org
www.viva-technology.org
www.bhushantalekar.com



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You received this message because you are subscribed to the Google Groups "MATPO" group.
To unsubscribe from this group and stop receiving emails from it, send an email to MATPO+unsubscribe@googlegroups.com.
To post to this group, send email to MATPO@googlegroups.com.
To view this discussion on the web, visit https://groups.google.com/d/msgid/MATPO/CABErb4Mb83pHyVNvEw8s9JbBm7Hj80qxoZapo0cPR%2B0pYWzFMQ%40mail.gmail.com.
For more options, visit https://groups.google.com/d/optout.

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AGS Transact

Gmail

Atharva Placements <ace.placements2009@gmail.com>

Fwd: RESULTS | AGS TRANSACT TECHNOLOGY | CONGRATULATIONS

1 message

sheetal bhatia <sheetal01bhatia@gmail.com> 21 September 2018 at 09:56
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **T&P CELL - VIVA INST. OF TECH.** <tpo.comps@viva-technology.org>
Date: Thu, Sep 20, 2018 at 4:36 PM
Subject: RESULTS | AGS TRANSACT TECHNOLOGY | CONGRATULATIONS
To: <matpo@googlegroups.com>

Greetings from VIVA PLACEMENT CELL.

Congratulations to the students offered.

Respective College TPOs please take a note of the results for your records:

- SABOO SIDDIK
- KC COLLEGE
- SFIT
- ATHARVA
- ARMIET
- VISHWATMAK OM GURUDEV
- ALAMURI RATNAMALA
- MAHATMA GANDHI MISSION
- DATTA MEGHE
- VIDYALANKAR
- LOKMANYA TILAK
- PIMPRI CHINCHWAD

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Student Name: Ankit Kamlesh Champaneria
DCU Student Number: 21260248

25 January 2021

Offer Letter

Dear Ankit Kamlesh,

We are delighted to inform you that following an assessment of your DCU application you have been offered a place on our **DC836 - MSc in Computing (with Major Options) (Full Time)** programme for the academic term **September 2021**.

Dublin City University is a university of transformation and enterprise, and is widely recognised as a dynamic and innovative institution that is distinguished by both the quality and impact of its graduates and by its focus on the translation of knowledge into societal and economic benefit. Having grown its student population by more than 50% in the past five years, DCU is Ireland's fastest growing university and today hosts more than 17,000 students across its three academic campuses.

Acceptance procedures and other relevant information is outlined on the following page and a summary of your offer is as follows:

Course name:	**DC836 - MSc in Computing (with Major Options) (Full**
Time) Course Commencement date:	September 2021
Offer Status:	**Full**
Acceptance deadline:	18/12/2020
Course duration:	12 months
Tuition Fee:	€17,000.00
Condition of Offer:	None.

Full fee payment must be made before September 2021.

All offers are subject to the verification of the qualifications and/or work experience, which you have specified in your application, or which you have indicated will be obtained prior to registration. In addition, this offer is subject to sufficient intake onto the programme to make it viable to deliver in September 2021.

If you have any queries relating to this offer please do not hesitate to contact us here in the DCU International Office by email at international.office@dcu.ie or by phone at +353-1-7007411

We would like to take this opportunity to congratulate you and we look forward to welcoming you at DCU. Yours

Sincerely,

Paul Smith,
Director International Office

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Prepare for Arrival at DCU

Acceptance of Offer

Postgraduate applicants **must** accept their postgraduate offer on the DCU Application Portal and pay the required €500 acceptance deposit in order to secure their place. Failure to do so will result in difficulties when registering. The deposit is deducted from total tuition fees due.

Payment of Tuition Fees

All international applicants must pay full tuition fees before registration and applicants applying for a visa should consult the local Visa Office to check the minimum amount due on visa application. The easiest way to pay tuition fees is through Transfermate. Please consult our Fee Payment page for more information on payment methods available.

DCU Merit Scholarship

All International Postgraduate Master's degree applicants will be considered for this scholarship, based on academic merit, which would entitle them to a €2,000 reduction in fees. Successful recipients will be notified by email within a few weeks of the offer being made.

Visa Application

Applicants applying for a visa to enter Ireland should make sure the visa application is made within the appropriate timeframe, keeping in mind that visas can take 6-8 weeks to process. Please consult the Irish Naturalisation and Immigration Service (INIS) webpage for guidance on making a Study Visa application and the necessary supporting documentation.

Accommodation in Dublin

When looking for affordable accommodation in Dublin, applicants should prepare well in advance. DCU Campus Accommodation is managed by DCU Campus Residences Ltd and applications for rooms must be made online at www.dcuaccommodation.ie. This website also has suggestions for off-campus accommodation.

Academic Calendar:

Please keep an eye on the DCU Academic Calendar page for updates on key dates, including dates for online registration. Please do not register online until you have secured your visa.

The DCU International Office team can be contacted at international.office@dcu.ie or by phone at 00353-17007411 should you have any issues or queries.

The team would like to wish you the best of luck with all your preparations to study and safe travelling!

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Northeastern University

Boston, Massachusetts

College of Computer and Information Science

Upon recommendation of the President and Faculty and by authority of the Commonwealth of Massachusetts, the Board of Trustees has conferred the degree of

Master of Science in Computer Science

upon

Umang Mukesh Mehta

with all the honors, privileges and responsibilities appertaining thereunto.

Signed and sealed at Boston, Massachusetts, this eighth day of January in the year two thousand and sixteen.

C E Bradley
DEAN

NORTHEASTERN UNIVERSITY
LUX VERITAS VIRTUS
BOSTON, MASSACHUSETTS

Joseph Aoun
PRESIDENT

CHAIR OF THE BOARD OF TRUSTEES

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
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Arizona State University

The Arizona Board of Regents
by virtue of the authority vested in it by law and
on recommendation of the University Faculty does hereby confer on

Chintan Bipin Khatri

who has satisfactorily completed the Studies prescribed therefor
the Degree of

Master of Computer Science

in the

Ira A. Fulton Schools of Engineering

with all the Rights, Privileges and Honors thereunto appertaining
this eighth day of May, two thousand and seventeen.

Governor of Arizona

Chair of the Board

ARIZONA STATE UNIVERSITY · 1885 ·

President of the University

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MUMBAI

University at Buffalo
Department of Computer Science and Engineering
School of Engineering and Applied Sciences

February 16, 2018

Tanmay Singh
Emailed to:

singhtanmay20@gmail.com Dear

Tanmay,

On behalf of the Department of Computer Science and Engineering at the University at Buffalo (the State University of New York), I am pleased to offer you admission to our graduate MS program for Fall 2018. We are unable to offer you financial assistance.

Your admission is being recommended to the Office of International Admissions. They will determine your eligibility to receive the official documents necessary for your Student Visa. The University at Buffalo reserves the right to withdraw admission and revoke the Certificate of Visa Eligibility if it learns that any fraudulent documents or false or misleading statements were submitted as part of your application.

I invite you to examine the "Next Steps for New Students" checklist, which contains vital information regarding course registration procedures and other important university information by visiting http://grad.buffalo.edu/apply/enroll/nextsteps.html. The current Graduate Handbook is also available online for your reference.

Additionally, in accordance with New York State Public Health Law, UB requires that all students (undergraduate, graduate, professional) born on or after January 1, 1957, provide proof of immunity against measles, mumps, and rubella. The State also requires that all students receive information about meningococcal disease and have made an informed decision about whether or not to receive immunization against meningococcal disease. UB students will not be allowed to register for classes until they have fulfilled these requirements. To learn more, visit http://www.buffalo.edu/studentlife/new-to-ub/before-you-arrive/immunization.html#status.

I trust that you will find the excellent research atmosphere at the University at Buffalo rewarding. As you know, the University at Buffalo has several world-class research groups and a first-rate faculty.

Please indicate your acceptance of this offer by completing your Statement of Intent no later than March 15, 2018: https://ub-gradeng.formstack.com/forms/cse_intent_to_enroll_form_fall2018.

I look forward to hearing from you and to welcoming you to our department. Let me warmly congratulate you on your achievement. If you have any questions concerning this offer, please contact our Graduate Admissions Office via email at cse-gradinfo@buffalo.edu.

Congratulations and best wishes for continued success with your studies. Sincerely,

Dr. Xin He
Professor
Director of Graduate Admissions
Computer Science and Engineering

Department of Computer Science and Engineering
School of Engineering and Applied Sciences
338 Davis Hall, Buffalo, New York 14260-2500 716.645.3180
cse-dept@buffalo.edu
www.cse.buffalo.edu

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Northeastern University
College of Professional Studies

Kalp Patel
58-B/402, Ashtavinayak Society, New Mhada Opp. Ekta Nagar,
Kandiu Ali (W)
Mumbai,
400067 India

February 22, 2018

NUID:
Date of Birth: October 5, 1996

Dear Kalp:

It is my pleasure to inform you that you have been accepted into Northeastern University's College of Professional Studies' Master of Professional Studies in Informatics program for the Fall 2018 term with a September start date. Our regionally accredited programs provide an educational experience that is founded on proven scholarship strengthened through practical application and sustained by academic excellence. Here at the College of Professional Studies we are committed to providing you with a high level of academic excellence and superior service.

Your acceptance to the College of Professional Studies is granted under the following condition(s):

- You must submit final official transcripts showing degree conferral and date.

Additionally, your offer of admission is contingent upon your satisfaction of all local, state, and federal laws.

Upon successfully meeting the condition of your acceptance, you will be formally accepted into the program and admitted to the University. If the condition is not met, your conditional admittance will be rescinded and you will not be able to continue to register for classes. Should any changes to your condition of acceptance and/or program requirements occur, you will be notified of the changes and be held to any new standards put in place.

Now that you have been accepted, **please confirm that you plan to attend by completing the enrollment confirmation form**. This is also a great time to visit our website for accepted students which will help guide you through the enrollment confirmation process and important next steps such as activating your myNortheastern account, submitting official transcripts, and exploring program curriculum.

In addition, you can view our current course offerings online at https://cps.northeastern.edu/academic- resources/registration/courses. It is important to note that you are required to follow the program curriculum that is in effect during the Fall 2018 term. Please review the curricula at the beginning of your start term to be sure you have the most up to date information.

Registration will open six weeks prior to the start term. Once registration is open for the Fall 2018 term, you should create your myNortheastern account. myNortheastern is a portal where you will receive critical information from the University and College, access billing and course information, and several other student related items. Once you have created your account you can proceed to register for classes via the student portal.

On behalf of the faculty and administration at Northeastern University, I would like to congratulate you on your admission. I am sure you will find the College of Professional Studies an exciting and intellectually challenging place to further your education.

Sincerely,"

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Northeastern University
College of Professional Studies

David Fields,
Ph.D. Associate
Dean
Graduate Academic and Faculty
Affairs College of Professional
Studies Northeastern University

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Arizona State University

The Arizona Board of Regents
by virtue of the authority vested in it by law and
on recommendation of the University Faculty does hereby confer on

Aniket Avinash Deshpande

who has satisfactorily completed the Studies prescribed therefor
the Degree of

Master of Computer Science

in the

Ira A. Fulton Schools of Engineering

with all the Rights, Privileges and Honors thereunto appertaining
this eighth day of May, two thousand and seventeen.

Governor of Arizona

Chair of the Board

President of the University

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ILLINOIS TECH

ILLINOIS INSTITUTE OF TECHNOLOGY

Congratulations!

March 3, 2016

Akshay Chaudhari
B-34 B Wing Flt No 304 RMG
Unit No 4 Gokuldham ,Goregaon East
Mumbai, Maharashtra 400063
India

Dear Akshay,

We are excited to notify you that you have been accepted to an alternative program, the Master in Computer Science at Illinois Tech. Every year we see a record number of highly qualified graduate applications and although your academic credentials meet our high standards of admission, there are currently limited seats available in the Master of Science in Computer Science program for the Fall 2016.

Due to the coursework being so similar between the two programs, we invite you to enroll in our Master program and apply for the Master of Science program in a future semester. Your IIT Campus Wide ID is A20380588. Please note that your admission is contingent upon completion and submission of your conferred baccalaureate degree and, if applicable, a masters degree.

We sincerely look forward to welcoming you to the IIT community. I personally wish you every success as you begin your graduate studies with Illinois Tech.

Sincerely,

Rishab Malhotra
Director of Graduate Admission
Illinois Institute of Technology

I-20 Enclosed

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PACE UNIVERSITY
Work toward greatness.
www.pace.edu

Office of Graduate Admission
One Pace Plaza, New York, NY 10038
Phone: (212) 346-1531

Vineyard House, 861 Bedford Rd, Pleasantville, NY 10570
Phone: (914) 422-4283

graduateadmission@pace.edu

July 25, 2017

Mr. Abhishek Surve
B 401 Utpal Park
Off Sitladevi Temple Road
Near Rang Udhyan Mahim West
Mumbai Maharashtra 400016
India

Student ID #: U01442502

Dear Mr. Surve:

Congratulations! On behalf of the faculty of the Seidenberg School of Computer Science and Information Systems, I am pleased to inform you that you have been accepted to the Master of Science program in Information Systems for the Fall 2017 semester.

Newly admitted students are required to submit a deposit of $200 in order to reserve a place in the class. Your non-refundable deposit must be received by ***August 1, 2017*** for the Fall 2017 semester and will be applied toward your tuition. You may pay your deposit online at www.pace.edu/gradaccepted. If you choose to pay by check or money order, it should be drawn on a US bank and sent to the Graduate Admission Office. Please make all checks and money orders out to Pace University with your name clearly written on it along with your student ID number listed above.

Please check your Pace Portal Account at www.pace.edu/gradaccepted to confirm that Pace University has received all required official credentials. You will not be permitted to register beyond your initial semester of enrollment unless we receive the missing documents listed on your Portal.

We are particularly proud of the emphasis our faculty places on classroom teaching, our small class sizes and the support services extended to our students. We are confident that you will find your Pace experience rewarding.

Information regarding registration is enclosed. Please note that you must meet with an academic advisor before registration. You may contact the Seidenberg School of Computer Science and Information Systems at (212) 346-1687 where you will be advised of degree requirements, prerequisites and your course schedule.

On behalf of the Admission Committee, I extend our best wishes for success and look forward to welcoming you to Pace University and the Seidenberg School of Computer Science and Information Systems.

Sincerely,

Susan F. Ford
University Director
Graduate Admission

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Gmail Prashant Mahajan <prashantmahajan70@gmail.com>

Admission Decision: NYU Tandon School of Engineering

1 message

noreply@nyu.edu <noreply@nyu.edu> Sat, Feb 17, 2018 at 7:49 AM
Reply-To: noreply@nyu.edu
To: prashantmahajan70@gmail.com

NYU TANDON SCHOOL OF ENGINEERING

Prashant R Mahajan

Degree: Master's in Computer Science

Term: Fall 2018

C 305 Shreenath Jyothi Navaghar road Bhayandar East

Mumbai, MH 401105

University ID: N12354728

Net ID: prm349

February 16, 2018

Dear Prashant,

It is my pleasure to offer you admission to the Master's in Computer Science program at NYU Tandon School of Engineering as a Full-Time student. If you have not already done so, please request that official copies of your academic record be sent immediately or you will not be permitted to register. If you enroll, you will also be required to provide official documentation of p of of university degrees completed.

This is an exciting time to be joining the NYU Tandon School of Engineering, the second oldest private engineering school in the United States. You and your future classmates have demonstrated the academic accomplishments and leadership potential that will support your success in our graduate programs, which have been a hallmark of NYU School of Engineering for more than 110 years. The Graduate Admissions Committee is confident you are well prepared to make significant contributions to your field through our rigorous graduate program.

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As an NYU Tandon School of Engineering graduate student, you will discover the resources and inspiration to turn your research into innovations, products, services, and entrepreneurial ventures. You will also enjoy the benefits of:

- Our world-class faculty, engaged in cutting edge research at the boundaries between disciplines. The incorporation of research into classroom teaching fosters a dynamic environment where students and faculty share a passion for the creation and execution of world class research and projects with global impact.
- A rigorous graduate curriculum that will develop your technical knowledge and introduce you to latest developments in your area of specialty, preparing you for leadership positions in your career.
- A diverse environment for worldwide academic collaboration. New York University is a global network university with portal campuses in multiple international academic centers. You will have the opportunity to work with students and faculty from around the world.

To accept your offer of admission and pay the $500 non-refundable tuition deposit, go to home.nyu.edu. Once you are signed in to NYUHome, access NYUAlbert and click on "Applicants", followed by "Application Status," and then "Admissions Offer." Navigate through the online accept/decline process by following the instructions.
Prashant, I look forward to greeting you in the coming months. I have no doubt that you will make significant contributions to our community of scholars, researchers and professionals. Welcome to NYU Tandon School of Engineering.

Sincerely,

Susan Reantillo

Director, Graduate Enrollment Management and Admissions

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FOR DELIVERY BY COURIER

University of Windsor

401 Sunset Avenue, Windsor
Ontario, Canada N9B 3P4
T 519 253 3000
www.uwindsor.ca

Mohammed Altamash Khanje
D 1/1, Room Number 301
Yammuna Nagar Andheri West
Mumbai, India 400053

Student Number: 104702206
PAC: 8007
DOB: 15 Aug 1995

August 26, 2016

Dear Mohammed,

Congratulations! We are pleased to offer you admission to the University of Windsor (Designated Learning Institution # O19358946722) in the following graduate program:

Degree:	Master of Applied Computing
Graduate Program Start Date:	January 4, 2017
Graduate Program Duration	16 months

This offer of admission is made provided that you meet the following condition(s):

i. maintain a competitive average for entrance to the above program,
ii. submit the following item(s) by the required Due Date(s).

Conditions and Provisions:

Transcripts **GT1**

Final official transcript(s) indicating all courses & grades must be either forwarded directly from your institution or submitted in a sealed envelope issued by your institution to the Centre for Executive and Professional Education within the first term of registration.

Date Due: April 1, 2017

Degree Confirmation **GD1**

Confirmation of degree(s) completion must be submitted prior to the end of the first academic semester Documents must be forwarded directly from your institution or delivered in a sealed envelope issued from your institution to the Centre of Executive and Professional Education at the University of Windsor.

Date Due: April 1, 2017

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Other Requirements:	SVG
Must present your valid student study permit to the International Student Center (Laurier Hall) by the last day to Add/Drop courses within the first term registration.	
Date Due:	January 18, 2017

To reserve your place in this program you must confirm your acceptance of this Offer of Admission within 45 days from the date of this letter by signing and returning the enclosed Acceptance Response Form.

If you have any questions, please contact the Centre for Executive and Professional Education at (519) 253-3000 ext. 6721 or by email at: apply@uwindsor.ca.

Sincerely,

A. Jaekel.

Dr. Arunita Jaekel
Academic Director
MAC Program – School of Computer Science
University of Windsor

cc: Faculty of Graduate Studies
Centre for Executive and Professional Education
School of Computer Science

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University of Windsor
Acceptance Response Form
August 26, 2016

Mohammed Altamash Kalania
D 1/1, Room Number 301
Yammuna Nagar Andheri West
Mumbai, India 400053

Student Number: 104702206
PAC: 8007
DOB: 15 Aug 1995

The University of Windsor is pleased to offer you admission to the following program:

Program	Charge	Campus	Program Description	Term[1]	Condition Code(s)[2]
CAPM	W	Windsor	Master of Applied Computing	20171	Transcripts Degree Completion

[1] – Term code indicates the first semester in which academic studies begins (-1: Winter, -2:Spring; -5:Fall).
[2] – Please refer to your letter of admissions for detailed information on the conditions associated with your acceptance, if applicable.

Program Terms and Conditions:

1. In order to secure your place in the program indicated above, you must send a signed copy of this form and deposit, as specified within the attached **Program Information Sheet,** within **45 days** of this offer. Payment should be made via StudentPay (www.uwindsor.ca/studentpay). Payment will be applied to your program fees and is refundable only with adequate proof of a refused Student Visa. Refunds will be issued in the student's name and sent by mail to the current address unless paid by electronic transfer in which case the refund will be reversed to the originating source.
2. If you are currently completing courses and fail to satisfactorily complete the minimum admission requirements as stated in the University calendar, the University reserves the right to withdraw this offer of admission. The University may nullify an admission and revoke registration if it finds that an applicant has provided false or incomplete information.
3. If accepting this offer of admission, you are agreeing to register for the University Health Insurance Plan upon arrival.
4. All conditions associated with this offer must be satisfied before the due date indicated.
5. This letter of offer is non-transferable. Payment of program fees and/or remittance of program deposit cannot be applied to any other program offered by the University of Windsor.

☐- I wish to **accept** the University of Windsor's offer of admission, program terms & conditions.

☐- I wish to **defer** the offer of admission to the next available term.

By acceptance or deferral, I confirm that the program fee deposit, as specified, will be sent immediately. I understand that my place in the program will be confirmed only after the University of Windsor receives this deposit. Failure to submit deposit within 45 days will nullify this offer.

☐- I wish to **decline** the offer of admission.

Signature (Student) **Date**

Return to:

1. Scan and email to: apply@uwindsor.ca
2. Fax to: 519-971-3620
3. Mail to: Centre for Executive and Professional Education
   at the University of Windsor
   167 Ferry Street, Third Floor, Room 300
   Windsor, ON N9A 05C CANADA

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University of Windsor

Centre for Executive and Professional Education

Fee Schedule

University of Windsor — Centre for Executive and Professional Education

Winter 2017 Intake

Fee Schedule:

For additional information, please see the University of Windsor's Cashiers' Office website – www.uwindsor.ca/cashiers or contact the Centre for Executive and Professional Education (apply@uwindsor.ca)

Graduate Program	Term 1	Terms 2 - 4	Total Payable[1]
Master of Management (MoM) (BUSMHM/BUSMTF/BUSMLS)			
Direct entry	$ 16,350		$ 31,350
with Pre-graduate Prep Program for Management	$ 19,350		$ 34,350
with English Academic Preparatory Program (EAPP)	$ 17,850	$5,000 / per term	$ 32,850
with English Academic Preparatory Program (EAPP) & Pre-graduate Prep Program	$ 20,850		$ 35,850
with English Language Improvement Program (ELIP III)	$ 20,800		$ 35,800
with English Language Improvement Program (ELIP III) & Pre-graduate Prep Program	$ 23,800		$ 38,800
Master of Engineering (M Eng. Auto) (MECMEA)			
Direct entry	$ 10,500		$ 25,500
with Pre-graduate Prep Program for Engineering	$ 13,500	$5,000 / per term	$ 28,500
with English Language Improvement Program (ELIP III)	$ 14,950		$ 29,950
with English Language Improvement Program (ELIP III) & Pre-graduate Prep Program	$ 17,950		$ 32 950
Master of Applied Computing (CAPM)			
Direct entry	$ 11,350	$5,000 / per term	$ 26,350
with English Language Improvement Program (ELIP III)	$ 15,800		$ 30,800
with English Language Improvement Program (ELIP III Fast Track)	$ 16,350		$ 31,350

Other Fees:

All program fees are exclusive of mandatory fees, incidentals, and living expenses Informat n provided for planning purposes only To obta n the exact fees you owe for the current term please go to myUWindsor (http //my uwindsor ca)

Description	Amount[1]	Assessed	Frequency	
Health Insurance	810.78	Terms 1 & 4	Twice	Mandatory
GSS Drug & Dental Insurance	720.72	Terms 1 & 4	Per Program Cycle	Mandatory
Graduate Student Society Fee	41.41	Terms 1 – 4	Per Term	Mandatory
Grad House Fee	5.94	Terms 1 – 4	Per Course	Mandatory
University Centre Expansion	7.82	Terms 1 – 4	Per Course	Mandatory
Sports and Recreation Capital Fee	14.19	Terms 1, 2 & 4	Three	Mandatory
Recreation Fee	87.39	Terms 1 – 4	Per Term	Mandatory
Student Health Fee	21.72	Terms 1 – 4	Per Term	Mandatory
International Student Society	3.50	Terms 1 – 4	Per Term	Mandatory
Textbooks	Approx. $ 500	Terms 1 – 4	Per Term	Variable
Living Expenses	Approx. $ 4,000	Terms 1 – 4	Per Term	Variable
Master of Applied Computing — Practicum Fee	125.00	Terms 1 – 4	Per Term	MAC Only
U-pass	132.00	Terms 1 & 3	Twice	Mandatory

Deposit Information:

Submission of a deposit payment within 45-days from the date of admission is required to secure your place in your program. Payments should be made via StudentPay (www.uwindsor.ca/studentpay). Payment is applied to your program fees and is refundable only with adequate proof of a refused Student Visa. Refunds are issued in the student's name and sent by mail to the Applicant address unless paid by electronic transfer in which case the refund will be reversed to the originating source.

Deposit Amounts	Amount
Direct Entry Deposit	$ 4,000
Graduate Program with English Language Training or Pre-Graduate Preparatory Program Deposit	$ 6,000

[1] – All fees subject to change upon approval of the University of Windsor's Board of Governors.
[2] – Deposit payments are applied to the first term payment.
Learn more about fee payment options online at: www1.uwindsor.ca/cashiers/payment-options

Degree Information

Description	MoM	MEng Auto	MAC
Graduate Program Duration		16 months	
Expected Course Completion Date		April 30, 2018	
Expected Graduation Date		June, 2018	
Total number of courses	13	8	10
Co-operative education option		✓	

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University of Windsor

cepe
Centre for Executive and Professional Education

Important Dates

Description	Date
Fall, 12-week session begins	September 8, 2016
English Language Improvement Program (ELIP) – Level 3 Starts	September 1, 2016
English Language Improvement Program (ELIP) Starts	September 1, 2016
English Academic Preparatory Program (EAPP) Starts	October 17, 2016
Last day to submit standardized language scores, if applicable	November 1, 2016
Pre-Graduate Preparatory Program (P3) Starts	November 7, 2016
Fees Payable, Term 1	December 15, 2016
CEPE Graduate Program Orientation Starts	**January 3, 2017**

Orientation

Accepted & confirmed students will receive detailed arrival and orientation information to their application & UWindsor email addresses approximately 45-days prior to the start of their program.

Housing Options
On Campus:
University of Windsor Residence Services – www.uwindsor.ca/residence

Near Campus:
Canterbury Residence – www.uwindsor.ca/canterbury/residence
University Place – www.uplace.ca

Off Campus:
Club Riverside – www.clubriverside.ca
www1.uwindsor.ca/isc/off-campus-housing

Admissions Support:

If you have questions, please contact:

Centre for Executive and Professional Education
At the University of Windsor
Room 300, 167 Ferry St
Windsor, ON Canada N9A 0C5
P: 519.253.3000 ext. 6721
E: apply@uwindsor.ca
www.uwindsor.ca/professional

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Academic Support Services

Studierendensekretariat
Student Registration Office

University of Passau - 94030 Passau - Germany

From Student Registration Office
+49 851 509 ext.1127, 1128 or 1138

Fax +49 851 509 1139

E-mail registry@uni-passau.de

Date 2017-05-10

Explanatory notes on the Letter of Offer (official notice – 'Bescheid')

Dear student,

I am pleased to inform you that you have been offered a place on the degree programme named in the official German notice ('Bescheid'), starting in October 2017.

The Bescheid is the legally binding Letter of Offer, which you will have to present when you register in person at the University, so it is important that you keep it safe. Please note that this explanatory letter is merely provided to help you understand the meaning of the German official notice; it does not include the legal references made in the German notice and does not in itself have legal effect – the enclosed German official notice ('Bescheid') is the legally binding document.

What you should do next

Before you can get started with your studies there are a few formalities to complete.

Once you have arrived in Passau, you will need to present yourself for matriculation at our Student Registration offices, **Administration Building, Innstrasse 41, ground floor, Monday to Friday 8:30 a.m. to 12:00 noon by no later than 13 October 2017.**

At matriculation you will be given a registration form to fill in. If you need help with this, student helpers will be on hand to help during the Orientation Weeks.

Please bring along the following documents for registration:

- **The German Letter of Offer (official notice – 'Bescheid').**
- **A valid passport** (EU nationals may present their national ID card instead).
- Proof that you have **health insurance** which covers inpatient, outpatient and dental care up to an unlimited amount (for more information, visit: http://www.uni-passau.de/en/international/coming-to-passau/getting-settled/
- A **receipt** indicating that you have paid a total of **EUR 72.00**, comprised of the student services fee of EUR 52.00 and the semester bus pass fee of EUR 20.00. You can pay this sum in cash at the second floor of the Administration Building, Innstr. 41, Room 217, Monday to Friday 8:30 a.m. to 11:30 a.m., or by bank transfer made out to: STOK Bayern f. UNI Passau, IBAN: DE12 7005 00001401 1903 15, SWIFT/BIC: BYLADEMM. However, please do not make payment before you arrive in Passau.

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- If you have been **previously enrolled at a German university**, please bring the 'Studienbuch' with the 'Exmatrikulationsbescheinigung'.
- **Your address details** in Passau (if known).

Once you have completed matriculation and have received your student documents (certificate of enrolment, student ID card (=CampusCard) and your username and password for the university computer network, etc.) you are properly enrolled in your degree programme.

Semester dates

This summer semester, lectures will start on 16 October 2017 and end on 09 February 2018.

Registering with the German authorities

Once you have your enrolment certificate, you will have to register with the 'Ausländerbehörde' (the foreigners registration office) of the City of Passau. This is required of all foreigners living in Passau. For this, you will need the following documents:

- Registration form (available from the International Office, 2nd floor of the Administration Building, Innstrasse 41).
- A copy of your rental contract or a form which will be given to you, to be completed and signed by your landlord.
- Proof of health insurance (see above).
- Certificate of enrolment at the University of Passau.
- Your valid passport (EU nationals may present their national ID card instead)
- 1 passport-sized photograph
- Details on how you will pay for your stay or a bursary/scholarship certificate. These must cover a minimum amount of currently **EUR 720.00 per month of your stay** (i.e. EUR 8,640.00 for each year). Please note that this sum is subject to change. Please see www.uni-passau.de/en/immigration-formalities/

The International Office will be able to help you with the registration form and provide advice on registering with the authorities. Our website has valuable information on this and more at: www.uni-passau.de/en/international/coming-to-passau/getting-settled/

Orientation Weeks for international students

Please note that the International Office organises Orientation Weeks for international students who are new to the University of Passau. Exchange students are required to attend these Orientation Weeks; whilst not a compulsory event for international degree- seeking students, the University strongly encourages you to attend, as it will acquaint you with Passau and the University, as well as providing great opportunities to make friends. The Orientation Weeks at the start of the semester will take place from 25 September to 15 October 2017.

We look forward to seeing you on campus soon!

Yours faithfully,

Student Registration Office

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LA TROBE
UNIVERSITY • AUSTRALIA

LA TROBE INTERNATIONAL

Mailing address
La Trobe University Victoria
3086 Australia

T + 61 3 9479 1199
F + 61 3 9479 3660
E international@latrobe.edu.au
latrobe.edu.au/international

MELBOURNE CAMPUSES
Bundoora
Collins Street CBD

REGIONAL CAMPUSES
Bendigo
Albury-Wodonga
Mildura Shepparton

09 April 2018

Mr Jigar Manish
PAREKH c/o EDWISE
Jer Mahal, Ground Floor
Dhobi Talao, Opposite Metro
cinema Mumbai
400 002
INDIA

Dear Mr Jigar Manish PAREKH

Congratulations, I am pleased to advise that your application to study at La Trobe University has been successful. The details of your admission are set out below:

La Trobe ID. No:	19827021 (Date of Birth: 22 September 1996)	
Course:	MASTER OF DATA SCIENCE	
LaTrobe Course Code:	SMDS	
Course CRICOS Code:	092396B	
Campus:	Melbourne (Bundoora) Click here for a Google Maps link	
Duration:	2 Years	
Advanced Standing:	0 credit points	
University Orientation:	23 July 2018	
Commencement Date:	30 July 2018	
Tuition Fees:	Annual Tuition Fee	$34,000.00
	Tuition Fee Deposit	$17,000.00
	Visa Length OSHC - Single 27 months	$1,418.00
	TOTAL DEPOSIT FOR ACCEPTANCE	**$18,418.00**
	[2018 Fee subject to any fee increase in 2019]	

To find out more about your course detailed information can be found in the University Handbook that includes course content, rules and structure, credit point requirements and specific course information e.g. work or clinical placement information if applicable. Additional information can also be found in Find a course. It's a good idea to have a look at your course outline before you accept this offer, so you understand your course structure. Type in the name of your course in the search engine and then click on the link that matches your course name.

Conditions of Offer:

This offer is conditional on La Trobe University determining your eligibility as a Genuine Temporary Entrant (GTE) and Genuine student for visa purposes. You can accept this offer only when you have completed and returned the attached Financial Declaration form with proof of required finances, and successfully completed an interview with La Trobe staff member to determine the above mentioned eligibility criteria. To arrange an interview, please email p.wahi@latrobe.edu.au quoting your student ID number mentioned in this offer letter.

This offer is conditional on sighting original/certified all individual mark sheets and completion certificate of the Bachelor degree with an overall average of 60%(with not more than 10 fails in Bachelor).

This offer is conditional on to provide the filled copy of GTE assessment form in order to accept the offer letter.

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KU THE UNIVERSITY OF KANSAS
Office of Graduate Studies

October 3, 2017

Dear Dhwani Pandya:

I am pleased to inform you that you have been admitted with regular status to the Computer Science MS program at the University of Kansas for the Spring 2018 term. Congratulations on this successful first step.

Here are some key next steps:

Respond soon: Please let us know if you are accepting or declining the offer of admission by going to your application status page and clicking on the "Complete Your Decision Form" button.

Create your KU online ID: Your student ID number is 2947161. Go here to create an online ID; you will need this to begin your online enrollment. You are classified as International for tuition purposes. For more information about residency, go here.

Double-check transcripts: If you have not provided a final copy of your official transcript that indicates completion of your degree, and your degree is not from the University of Kansas, ***a hold will be placed upon your enrollment effective for your second semester of enrollment*** until the official transcript is received. This "hold" means that you will not be able to enroll in the next semester until it is removed by providing your official, final transcript(s).

Ask questions: Your course of study will be planned with the assistance of your academic advisor. At the program's discretion, your admission is valid for one year and your application materials will be held on file for one year after the term of admission. If you are not in attendance at the University of Kansas by this time, all materials will be destroyed and your admission rescinded. Some programs require a new application for each term. If you have questions regarding your program, please contact the department in which you plan to study.

I am pleased to welcome you to graduate study at the University of Kansas. I wish you the best in your academic endeavors!

Sincerely,

Michael Roberts
Dean of Graduate Studies

The Academic Achievement and Access Center (AAAC) coordinates academic accommodations for KU graduate students with disabilities. If you have a disability for which you wish to request accommodations and have not contacted the AAAC, please do so as soon as possible. The AAAC is located in 22 Strong Hall and can be reached at 785-864-4064 (V/TTY). Information about their services can be found at access.ku.edu.

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Office of Admissions and Records
P.O. Box 6900, Fullerton, CA 92834-6900 / T 657-278-2300 / F 657-278-7699

February 07, 2017

Dear Nikhil Suhas Narkar,

Congratulations! You have been admitted to California State University, Fullerton for the Fall 2017 semester. On behalf of the University, I want to extend you a warm welcome to the Cal State Fullerton academic community. All segments of our community are pleased that you have selected the University as the place where you will further your academic career.

Major: Information Systems Degree: MS

As a new student, you will find that the University offers an abundance of possibilities for growth in terms of academics, activities and services. The entire Cal State Fullerton community invites you to take on the intellectual and personal challenges and opportunities that are parts of a university education.

It is important that you review all conditions of your admission to the University for the Fall 2017 term. You may also receive a Graduate Recommendation form in a follow up email or by regular mail from your Department. If received, it is very important you thoroughly review the information on your Graduate Recommendation form.

CSU Fullerton strictly enforces deadlines and may rescind your admission if a required deadline is missed. To view all admission deadlines, please visit the Important Dates page.

In addition, you will be receiving your "Welcome Packet" and your visa documents separately. Please visit the International Admissions website for important information about your visa documents and travel plans, registration, housing, and the mandatory International Student Orientation. It is important you log into your Student Portal to note any "To Do List" items that are required.

All Graduate students who intend to enroll at CSU Fullerton must accept their offer of admission and pay a non- refundable $250 enrollment deposit. The deposit will offset a portion of your Registration Fees for the first semester. You must accept admission and pay your enrollment deposit through your Student Portal, within the Student Center, beginning February 1, 2017. Under the Admissions area of the Student Center, click on the *Application Status* link. The *Accept/Decline* button will be displayed. Click on the *Accept/Decline* button to accept your admission to CSU Fullerton. Accepting admission and paying the enrollment deposit are required to confirm your intent to enroll at CSU Fullerton. **The acceptance deadline varies by department and/or major.** Please contact your department for the acceptance deadline for your major. For more information please visit our accepting admission website.

Again, I am pleased that we are able to offer you a place in your chosen field at Cal State Fullerton for the Fall 2017 semester. Please know that the Admissions and Records staff wishes you much success, and we look forward to your becoming an important part of the Cal State Fullerton community. If you have questions please email applyinternational@fullerton.edu, including your CSUF CWID in the subject of your email.

Sincerely,

Jessica M. Wagoner
Director of Admissions

CWID: 893404467

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February 07,

2017 Nikhil

Suhas,

You have been admitted as a post baccalaureate for the term listed below. Please read and follow these instructions for completing your admission here. For additional information, please visit your Student Portal.

Campus-wide ID (CWID):	893404467	Admit term:	Fall 2017
Application number:	00816260	Degree:	MS
Major:	Information Systems	Major Code:	42MSINPMS
Credential:	Not Applicable		

Conditions of your admission:

Documents required of all post baccalaureate students. Please check your Student Portal for the specific documents you are required to submit.

- Submit your final official transcripts from all colleges attended by **October 5, 2017**. If we do not receive your final official transcripts from all colleges by this date, a hold will be placed on your record, which will prevent you from registering for spring courses.
- All Graduate students who intend to enroll at CSU Fullerton must accept their offer of admission and pay a non-refundable $250 enrollment deposit. The deposit will offset a portion of your Registration Fees for the first semester. You can accept admission and pay your enrollment deposit through your Student Portal. The enrollment deposit will be waived for students receiving full financial assistance. If you qualify for the waiver, you must still accept your admission offer by the deadline date. **The acceptance deadline various by department and/or major.** Please contact your department for the acceptance deadline for your major. Please visit our website for more information about accepting admission.
- If you receive a Graduate Recommendation form sent by your Department, it is important you review it and follow all conditions of your admission.
- To ensure you meet all required admissions deadlines, it is highly recommended you review all deadlines at the Admissions Deadline website.
- For up-to-date fee information please go to the Student Financials website.

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April 07, 2016

Dear Chirag Padsala,

Congratulations! You have been admitted to California State University, Fullerton for the Fall 2016 semester. On behalf of the University, I want to extend you a warm welcome to the Cal State Fullerton academic community. All segments of our community are pleased that you have selected the University as the place where you will further your academic career.

Major: Computer Science Degree: MS

As a new student, you will find that the University offers an abundance of possibilities for growth in terms of academics, activities and services. The entire Cal State Fullerton community invites you to take on the intellectual and personal challenges and opportunities that are parts of a university education.

It is important that you review all conditions of your admission to the University for the Fall 2016 term. You may also receive a Graduate Recommendation form in a follow up email or by regular mail from your Department. If received, it is very important you thoroughly review the information on your Graduate Recommendation form.

CSU Fullerton strictly enforces deadlines and may rescind your admission if a required deadline is missed. To view all admission deadlines, please visit the Important Dates page.

In addition, you will be receiving your "Welcome Packet" and your visa documents separately. Please visit the International Admissions website for important information about your visa documents and travel plans, registration, housing, and the mandatory International Student Orientation. It is important you log into your Student Portal to note any "To Do List" items that are required.

All Graduate students who intend to enroll at CSU Fullerton must accept their offer of admission and pay a non- refundable $250 enrollment deposit. The deposit will offset a portion of your Registration Fees for the first semester. You must accept admission and pay your enrollment deposit through your Student Portal, within the Student Center, beginning February 20, 2016. Under the Admissions area of the Student Center, click on the *Application Status* link. The *Accept/Decline* button will be displayed. Click on the *Accept/Decline* button to accept your admission to CSU Fullerton. Accepting admission and paying the enrollment deposit are required to confirm your intent to enroll at CSU Fullerton. **The acceptance deadline varies by department and/or major.** Please contact your department for the acceptance deadline for your major. For more information please visit our accepting admission website.

Again, I am pleased that we are able to offer you a place in your chosen field at Cal State Fullerton for the Fall 2016 semester. Please know that the Admissions and Records staff wishes you much success, and we look forward to your becoming an important part of the Cal State Fullerton community. If you have questions please email applyinternational@fullerton.edu, including your CSUF CWID in the subject of your email.

Sincerely,

Jessica M. Wagoner
Director of Admissions

CWID: 805613197

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P.O. Box 6900, Fullerton, CA 92834-6900 / T 657-278-2300 / F 657-278-7699

April 07,

2016

Chirag,

You have been admitted as a post baccalaureate for the term listed below. Please read and follow these instructions for completing your admission here. For additional information, please visit your Student Portal.

Campus-wide ID (CWID):	XX	Admit term:	Fall 2016
Application number:	007249XX	Degree:	MS
Major:	Computer Science	Major Code:	69CPSCPMS
Credential:	Not Applicable		

Conditions of your admission:

Documents required of all post baccalaureate students. Please check your Student Portal for the specific documents you are required to submit.

- Submit your final official transcripts from all colleges attended by **October 5, 2016**. If we do not receive your final official transcripts from all colleges by this date, a hold will be placed on your record, which will prevent you from registering for spring courses.
- All Graduate students who intend to enroll at CSU Fullerton must accept their offer of admission and pay a non-refundable $250 enrollment deposit. The deposit will offset a portion of your Registration Fees for the first semester. You can accept admission and pay your enrollment deposit through your Student Portal. The enrollment deposit will be waived for students receiving full financial assistance. If you qualify for the waiver, you must still accept your admission offer by the deadline date. **The acceptance deadline various by department and/or major**. Please contact your department for the acceptance deadline for your major. Please visit our website for more information about accepting admission.
- If you receive a Graduate Recommendation form sent by your Department, it is important you review it and follow all conditions of your admission.
- To ensure you meet all required admissions deadlines, it is highly recommended you review all deadlines at the Admissions Deadline website.
- For up-to-date fee information please go to the Student Financials website.

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(Approved by AICTE, Recognized by Government of Maharashtra
& Affiliated to University of Mumbai - Estd. 1999 - 2000)
ISO 2100:2018 ISO 14001:2015 ISO 9001:2015
NAAC Accredited

Academic Year

2018-19 Placement & Higher Education Proof

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Gmail

Atharva Placements <ace.placements2009@gmail.com>

Fwd: Candidates selected at Robokart.com , Mumbai

1 message

Atharva Placements <atharva.placements2009@gmail.com>
To: Atharva Placements <ace.placements2009@gmail.com>

15 April 2019 at 11:30

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ---------
From: **Chaitalli Shah** <chaitali@robokart.com>
Date: Mon, Apr 1, 2019 at 4:32 PM
Subject: Candidates selected at Robokart.com , Mumbai
To: atharva.placements2009 <atharva.placements2009@gmail.com>
Cc: sheetal01bhatia <sheetal01bhatia@gmail.com>, Robokart Support <care@robokart.com>

Hi Mam ,

Greetings for the day!!

Please find the following list of candidates who have been selected at Robokart.com

Business Development & Marketing :

1. Sanket Panchal - EXTC
2. Vaishnavi Borade - EXTC
3. Risabh Chaurasiya - IT
4. Mayur Surve - IT
5. Kaustubh Pagare - CS
6. Sakshi Shetty - ETRX
7. Charmi Gandhi - ELECT

Research & Development :

1. Tanveer Ansari - ETRX
2. Amit Parab - EXTC
3. Shravan Singh - EXTC
4. Nived Bhoir - ELECT

We will soon mail them the appointment letters and joining dates.

Thank You.

Thanks Regards

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Gmail

Atharva Placements <ace.placements2009@gmail.com>

Fwd: Atharva College placement results

1 message

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> 16 March 2019 at 12:42
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **Mayur Agrawal** <magrawal@g10consultancy.com>
Date: Sat, Mar 16, 2019 at 11:59 AM
Subject: Atharva College placement results
To: <sheetalbhatia@atharvacoe.ac.in>

Hi Sheetal,

It was great experiance to interact with the students of Atharva College yesterday. We are really tankful for everything done by you and your team, from coordination to hospitality everything was great. Please note following is the list of students shortlisted in yesterday's, campus drive.

Selected Students
- Prathamesh Shirshivkar
- Yash Raorane
- Narendra Gupta
- Yash Siddham
- Neeraj Vernekar
- Surbhi Karande
  Akash Chaudhary

On Hold
- Mayuresh Vartak
- Akash Gupta.

Do let me know if you need any other details from our end.

Thanks & Regards
Mayur Agrawal
+91 97699 23734
magrawal@g10consultancy.com
Director
Gten Consultancy Digital Pvt. Ltd.
www.g10consultancy.com

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Dear Kruttika Sawant,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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www.wipro.com

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Dear Shruti Sankhe,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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www.wipro.com

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ZEUS LEARNING
...boundless thinking

26th November 2018
Hardik Joshi
Atharva College of Engineering

Dear Hardik,

I am pleased to offer you employment in the company in the role of **Software Engineer**. Your gross annual compensation will be Rs.501,000 per annum. Congratulations and welcome aboard.

The Breakup of your compensation is as follows:

	Breakup	Breakup
Basic	12,541	150,492
HRA	7,525	90,300
Conveyance Allowance	1,600	19,200
Special Allowance	15,193	182,316
Co. PF Contribution	1,680	20,160
Total	**38,539**	**462,468**
Annual Discretionary Bonus		38,538
Gross Annual Compensation		**501,006**

You (and your dependants) shall also be covered under the Group Medical Insurance Policy of the company. The policy is up to an annual limit of Rs.450,000 subject to the term & conditions of the insurance provider.

You are expected to join at the earliest possible date, but in no case later than 1st July 2019. At the time of joining you will have to execute a two years employment bond. You are not entitled to resign until the expiry of the bond period. Please be noted that after your completion of bond tenure, whenever you plan to offer resignation, you will need to serve two months notice period.

Please communicate to your acceptance of this employment offer by signing and returning the enclosed copy of this letter to us.

I welcome you to Zeus System Pvt. Ltd. and wish you a very rewarding career.

Sincerely,

Minal Chodankar
Director-Admin

Zeus Systems Pvt. Ltd., Unit No. 1402, 14th Fl, Tower B, Peninsula Business Park,
G.K.Marg, Lower Parel Mumbai – 400013,Phone :66666623
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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IMARTICUS
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Registered Office:
Imarticus Learning Pvt. Ltd.
5th Floor, B-Wing, Kaledonia, HDIL Building,
Sahar Road, Andheri (E), Mumbai-400058
CIN No: U74900MH2012PTC230745

13th December, 2018

To,
Mr.Bhagyesh Kurlekar
2A/101, Ratan Nagar,
4 Bunglows,
Andheri West - 400053

Offer Letter

Dear Bhagyesh,

We are pleased to make a provisional offer of appointment as **"Management Trainee"** Grade **"Analyst"**. Your Annual Earnings including salary, allowances, annual benefits and statutory payments as applicable will be total **INR 3,00,000/-**

Additionally you will be entitled for:

- INR 50,000/-per annum retention bonus after completion of one year.

You will receive a detailed appointment letter after submitting the following documents.

- Copy of Academic Certificates
- Address Proof copy
- Pan Card copy
- Last Employer Documents (Appointment Letter, Experience Letter, Salary slips, Relieving Letter etc)
- IT Declaration/Form 16 from Last Employer
- UAN No
- 2 Passport size photographs

You are required to join the Company on or before July 01st, 2019.

Please return a signed copy of this letter as a token of your acceptance of the offer, confirming your date of joining.

Please note that your offer is subject to verification of the above documents.

We welcome you to Imarticus' Learning and looking forward for a long and mutually beneficial association.

For Imarticus' Learning Pvt. Ltd.

Authorized Signatory

IMARTICUS LEARNING PVT. LTD. MUMBAI 400 058

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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IMARTICUS
LEARNING

Registered Office:
Imarticus Learning Pvt. Ltd.
5th Floor, B-Wing, Kaledonia, HDIL Building,
Sahar Road, Andheri (E), Mumbai-400058
CIN No: U74900MH2012PTC230745

ANNEXURE OF EMOLUMENTS		
Salary Head	**P.M. (Rs.)**	**P.A. (Rs.)**
Basic	12,500	150,000
House Rent Allowance	6,250	75,000
Conveyance Allowance	1,600	19,200
Education Allowance	200	2,400
Medical Allowance	1,250	15,000
Personal Allowance	1,700	20,400
Gross Salary	**23,500**	**282,000**
Employer's PF	1,500	18,000
Total CTC	**25,000**	**300,000**

For Imarticus' Learning Pvt. Ltd.

Amit Karnpal

Authorized Signatory

IMARTICUS LEARNING PVT. LTD. MUMBAI 400 058

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Gmail Atharva Placements <ace.placements2009@gmail.com>

CoCubes | CloudFronts Technologies | 2019 Batch | Offered candidate

1 message

Kunal Mukte <kunal.mukte@cocubes.in> 3 December 2018 at 13:37
To: sheetal01bhatia@gmail.com, Atharva Placements <ace.placements2009@gmail.com>
Cc: Shashank Shekhar Mishra <shashank.mishra@cocubes.com>, Swanand Apte <swanand.apte@cocubes.com>, Srikanth Reddy <srikanth.reddy@cocubes.com>

Dear Sheetal Maam,

Congratulations!!

Please find below the offered candidate by CloudFronts Technologies. The student was shortlisted and the interview process was conducted in Mumbai on 3rd November.

Name	College Name	Branch	Batch
Akshay Thombare	Atharva College of Engineering	Computer Engineering	2019
Aditya Mohite	Atharva College of Engineering	Computer Engineering	2019

Designation: Junior Business Analyst

Salary: 3.5 LPA – 5 LPA

Thank you for your support during the entire process, looking forward to adding value to your esteemed institute.

Regards,

Kunal Mukte

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Gmail **Atharva Placements <ace.placements2009@gmail.com>**

Fwd: Syntel select

1 message

Atharva Placements <atharva.placements2009@gmail.com> 10 April 2019 at 10:37
To: sheetal bhatia <sheetal01bhatia@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ---------
From: **Bhumika Jagani** <jaganibhumika@gmail.com>
Date: Wed, Apr 10, 2019 at 10:25 AM
Subject: Syntel select
To: <atharva.placements2009@gmail.com>

Heartiest Congratulations

Greetings From Smt. Indira Gandhi College of Engineering, Navi Mumbai!!!

JobtoAll by Prof. Sanjay S. Jadhav#

96 Students from 2019 batch Selected in ATOS SYNTEL pool campus Drive held on 23rd March @SIGCE

College and Selected Students

Terna -7
MH Saboo sidiqui - 7
Datta meghe - 6
Vidyalankar-6
RAIT - 6
New Horizon -6
Shah & anchor - 5
LTCOE - 5
Ac Patil - 4
Atharva - 3
Saraswati - 3
Vivekanand - 3
Ap shah - 2
Bharti Vidyapeeth- 2
Fr. Agnel -2
Kc college - 2
GV acharya-2
RGIT - 2
St john-2
LT Tiwari -2
Watumull - 2
Kj Somaiya -2
Pillai Hoc-2

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Thakur college-1
Theem college -1
SIGCE -1
St Xavier -1
Sinhgad, Lonavla -1
Pillai -1
Dilkap-1
ACE -1
Rizvi -1
MGM-1
Kalsekar -1
Shivajirao jhondhale-1
Thadomal sahani-1

Sr. No.
Unique id
Name
Institute

1.SBE1942262
Swapnil Sandeep Vernekar

A P shah institute of technology

2.SBE1953281
Heet Dinesh Nandu

Shah & Anchor Kutchhi Engineering College

3 SBE1953226
Sahasi Yashwant Magar

DATTA MEGHE COLLEGE OF ENGINEERING AIROLI

4.SBE1952963
Dipesh Rajendra Bhogle

DATTA MEGHE COLLEGE OF ENGINEERING AIROLI

5.SBE1943650
Rohit Nitin Sanas

Bharati vidyapeeth college of engineering navi mumbai

6.SBE1936154
Akash Bhagwat Chaudhary

ACE ENGINEERING COLLEGE

7.SBE1943794
Manasi Santosh Rahate

Vidyalankar Institute of Technology

8.SBE1934879
Abhishek Patil

Fr. Conceicao Rodrigues Institute of Technology

9.SBE1943890
Dhiraj Shetty

TERNA ENGINEERING COLLEGE

10.SBE1941887

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Vinit Chandrahas Sarawankar

GVAcharya College

37.SBE1931865
Abhijeet Dnyandish Warik

bvcoe

38. SBE1930493
Yash Hiralal Kasturi

VIVEKANANDA INSTITUTE OF TECHNOLOGY

39. SBE1942941
Pranit B. Kadlag

A. P. Shah Institute of Technology

40.SBE1942603
Vinita Dharmu Khushalani

Thadomal Shahani Engineering College

41.SBE1929179
Vaishnavi Sandeep Chaulkar

SARASWATI COLLEGE OF ENGINEERING

42.SBE1930208
Chandan Ishwanath Nachanekar

ATHARVA COLLEGE OF ENGINEERING

43.SBE1942945
Darshana Jaywant Bhoir

TERNA ENGINEERING COLLEGE

44.SBE1952925
Pratiksha Ramesh Chaudhari

DATTA MEGHE COLLEGE OF ENGINEERING AIROLI

45.SBE1930572
Kavita Ramakant Kamtekar

Rajiv Gandhi Institute of Technology

46.SBE1943013
Bhushan Nandkumar Bhopatrao

DILKAP RESEARCH INSTITUTE OF ENGINEERING AND MANAGEMENT STUDIES

47. SBE1932219
Ujwal Anil Patil

St John College Of Engineering And Management

48.SBE1929059
Sameeksha Sunil Dalvi

NEW HORIZON INSTITUTE OF TECHNOLOGY

49.SBE1928544

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

LOKMANYA TILAK COLLEGE OF ENGINEERING KOPARKHAIRANE

75.SBE1954053
Olivia Parasar Sharmaroy

shah and anchor kutchhi engineering college

76.SBE1932309

Dipesh Dinesh Pawar

RAMRAO ADIK INSTITUTE OF TECHNOLOGY

77.SBE1930346

Divya Ravikant Dubey

K J SOMAIYA COLLEGE OF ENGINEERING VIDYAVIHAR

78.SBE1930430
Purvi Ramchandra Prabhu

Atharva College Of Engineering

79.SBE1929889
Mayuresh Milind Vartak

Atharva College of Engineering

80.SBE1930188
Amita Bansidhar Jadhav

New Horizon Institute of Technology and Management

81.SBE1945166
Aadarsh Sanjay Mishra

Xavier institute of engineering

82.SBE1916522
Darshan Pandurang Sakpal

Annasaheb Chudaman College of Engineering

83.SBE1926319
Ankita Sandeep Singh

Watumull Institute of Electronics Engineering and Computer Technology

84.SBE1920556
Heena Dilip Banga

VIVEKANANDA INSTITUTE OF TECHNOLOGY

85.SBE1932783
Divya Chandran Nair

LOKMANYA TILAK COLLEGE OF ENGINEERING KOPARKHAIRANE

86.SBE1931185
Kalyani Shivram Prajapati

ANNASAHEB CHUDAMAN PATIL COLLEGE OF ENGINEERING

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Gmail **Atharva Placements <ace.placements2009@gmail.com>**

Fwd: Ugam | Joining

2 messages

Atharva Placements <atharva.placements2009@gmail.com> 18 March 2019 at 13:41
To: Atharva Placements <ace.placements2009@gmail.com>, sheetal bhatia <sheetal01bhatia@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ---------
From: **Ramesh borkar** <rameshborkar9@gmail.com>
Date: Sat, Mar 16, 2019 at 3:06 PM
Subject: Fwd: Ugam | Joining
To: <atharva.placements2009@gmail.com>

---------- Forwarded message ---------
From: Ramesh borkar <rameshborkar9@gmail.com>
Date: Fri, Mar 15, 2019, 8:19 PM
Subject: Re: Ugam | Joining
To: Riya Terence Pascal <riya.c@ugamsolutions.com>

Thanks for informing.

On Fri, Mar 15, 2019, 8:16 PM Riya Terence Pascal <riya.c@ugamsolutions.com> wrote:

> Kindly note that you will have to join on Tuesday March 19th
>
> Regards,
>
> **Riya Pascal,**
>
> Senior Associate, Human Capital Management
>
> ☎: D: +91 6652 7300 Ext: 1124 | M: 8291599893
>
> ---
>
> **From:** Riya Terence Pascal
> **Sent:** 15 March 2019 20:15
> **Subject:** Ugam | Joining
>
> Hi,

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

{bizotics}

Bizotics Tech Consultancy & Services Private Limited
Suashish IT Park Building A,#401-C 4th Floor, Dattapada Road,
Borivali East Mumbai-400 066
Website:www.bizotics.com Email:sales@bizotics.com

Date : 15/02/2019

Dear Himanshu Patil

This letter confirms our provisional offer of employment to you. Your starting salary will be 1,80,000 per annum.

This is subject to the following terms and conditions:

1. Evidence and confirmation of educational credentials

Assuming favorable results are received, we will extend a final offer of employment to you in writing on the first day of your joining. Please feel free to contact me in the interim should you have any questions. Please note that your date of joining will be confirmed after you are done with your academic commitments.

BIZOTICS TECH CONSULTANCY & SERVICES PVT LTD MUMBAI

BIZOTICS TECH CONSULTANCY & SERVICES PRIVATE LIMITED
AUTHORISED SIGNATORY / IES

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail

Atharva Placements <ace.placements20

Fwd: Cognizant SLPP Eligibility Criterial for 2019 Batch

1 message

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com> 21 Februa

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **Senior Training and Placement Officer RAIT** <stpo@rait.ac.in>
Date: Wed, Feb 20, 2019 at 7:57 PM
Subject: Fwd: Cognizant SLPP Eligibility Criterial for 2019 Batch
To: <sheetalbhatia@atharvacoe.ac.in>

---------- Forwarded message ---------
From: **Senior Training and Placement Officer RAIT** <stpo@rait.ac.in>
Date: Tue, Feb 12, 2019 at 2:26 PM
Subject: Fwd: Cognizant SLPP Eligibility Criterial for 2019 Batch
To: placementcell rait <raitplacementcell@gmail.com>

cognizant selects

3 attachments

image001.jpg
490K

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MUMBAI



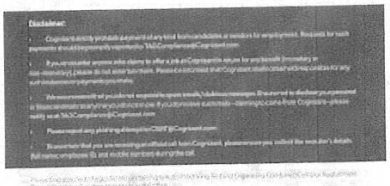


image002.jpg
290K



Cognizant SLPP selects at Mumbai.xlsx
18K

f%3A1626050491513513584

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MUMBAI

NAMRATA RAMAWADH	Information Technology	Atharva College of Engineering
Nimish	Computer Engineering	Atharva College of Engineering
Abhishek Satish	Information Technology	Atharva College of Engineering
Atharva Amod	Information Technology	Atharva College of Engineering
PUNEET	Information Technology	Atharva College of Engineering

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media.net

India: +91.22.61487300
US: +1 415.358.0886

February 28, 2019

Rajvi Hiren Makwana
2 B, Champa Vihar, M.G Road,
Kandivali (W), Mumbai: 400067.

Dear Rajvi,

Media.Net Software Services (India) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Research Analyst**" on **June 10, 2019**. Your position will carry an annual compensation value of **INR 3,04,924** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

This offer expires on **March 2, 2019** (it may self-destruct thereafter☺) and we request that you join us on **June 10, 2019**.

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.

On or before your joining date, we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Media.Net Software Services (India) Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at careers@media.net with any questions and to accept this offer.

Yours Sincerely,

Neha Asthana
Associate Director - Talent Acquisition

Rajvi Hiren Makwana

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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February 26, 2019

Mohammad Umar
A-11, Flat No. 604, Millat Nagar,
Al-Arafat, Andheri West, Mumbai,
Azad Nagar, Mumbai: 400053.

Dear Umar,

Media.Net Software Services (India) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Research Analyst**" on **June 10, 2019**. Your position will carry an annual compensation value of **INR 3,04,924** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

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Please feel free to contact us at careers@media.net with any questions and to accept this offer.

Yours Sincerely,

Neha Asthana
Associate Director - Talent Acquisition

Mohammad Umar

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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US: +1.415.358.0886

February 28, 2019

Ajinkya Sandeep Pawar
D-44, Kalpant Co-op HSG Society, Plot No. 368,
Sector No 3, Charkop, Near Nag Mandir,
Kandivali West, Mumbai: 400067.

Dear Ajinkya,

Media.Net Software Services (India) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Research Analyst**" on **June 10, 2019**. Your position will carry an annual compensation value of **INR 3,04,924** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

This offer expires on **March 2, 2019** (it may self-destruct thereafter☺) and we request that you join us on **June 10, 2019**.

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Please feel free to contact us at careers@media.net with any questions and to accept this offer.

Yours Sincerely,

Neha Asthana
Associate Director - Talent Acquisition

Ajinkya Sandeep Pawar

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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February 26, 2019

Milan Devendra Trivedi
C/25, Plot No: 219,
Shrushti CO.OP.SOC. Gorai 2,
Borivali West, Mumbai: 400092.

Dear Milan,

Media.Net Software Services (India) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Research Analyst**" on **June 10, 2019**. Your position will carry an annual compensation value of **INR 3,04,924** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

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Please feel free to contact us at careers@media.net with any questions and to accept this offer.

Yours Sincerely,

Neha Asthana
Associate Director - Talent Acquisition

Milan Devendra Trivedi

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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February 26, 2019

Shewta Bhale
B- 18/4, New Airport Colony,
Near Parsi Wada, Vileparle East,
Mumbai Suburban, Sahar P and T Colony, Mumbai: 400099.

Dear Shweta,

Media.Net Software Services (India) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Research Analyst**" on **June 10, 2019**. Your position will carry an annual compensation value of **INR 3,04,924** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

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On or before your joining date, we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Media.Net Software Services (India) Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at careers@media.net with any questions and to accept this offer.

Yours Sincerely,

Neha Asthana
Associate Director - Talent Acquisition

Shewta Bhale

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

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US: +1 415.358.0886

February 26, 2019

Sanjana Sandeep Gosavi
Tower - 504, RNA Regency Park,
M G Road, Near Hindustan Naka,
Kandivali West, Mumbai: 400067.

Dear Sanjana,

Media.Net Software Services (India) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Research Analyst**" on **June 10, 2019**. Your position will carry an annual compensation value of **INR 3,04,924** inclusive of fixed components and benefits. Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

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On or before your joining date, we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Media.Net Software Services (India) Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at careers@media.net with any questions and to accept this offer.

Yours Sincerely,

Neha Asthana
Associate Director - Talent Acquisition

Sanjana Sandeep Gosavi

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail Atharva Placements <ace.placements2009@gmail.com>

Fwd: FW: Confirmation of Pool Campus drive - 16th Jan 2019,Wednesday

2 messages

sheetal bhatia <sheetal01bhatia@gmail.com> 7 February 2019 at 15:03
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **Vidya Redij** <vidya.redij@sfitengg.org>
Date: Thu, Feb 7, 2019 at 1:30 PM
Subject: Fwd: FW: Confirmation of Pool Campus drive - 16th Jan 2019,Wednesday
To: sheetal bhatia <sheetal01bhatia@gmail.com>

Dear Sheetal,

Sorry for the late reply.

One student from Atharva college got selected. Her name is "Sneha Sonaye".

Regards,
Vidya Redij

---------- Forwarded message ---------
From: **Indira Bisht** <IndiraB@quinnox.com>
Date: Thu, Feb 7, 2019 at 12:34 PM
Subject: RE: FW: Confirmation of Pool Campus drive - 16th Jan 2019,Wednesday
To: Vidya Redij <vidya.redij@sfitengg.org>
Cc: Vishal Joshi <VishalJ@quinnox.com>

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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SPECTRUM TALENT MANAGEMENT (P) LTD.

Letter of Intent - Final Placement

Date: January 11, 2019

Dear Gaurav,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

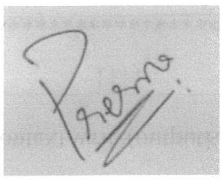
Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Gmail Atha

Fwd: offer letter collection details- Vistaar

1 message

Atharva Placements <atharva.placements2009@gmail.com>
To: Atharva Placements <ace.placements2009@gmail.com>, sheetal bhatia <sheetal01bhatia@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ---------
From: **Atharva Placements** <atharva.placements2009@gmail.com>
Date: Wed, Jan 9, 2019 at 4:39 PM
Subject: offer letter collection details- Vistaar
To: <shettyharshit5@gmail.com>

Dear Harshit,

I received following mail from hr

Kindly send **Harshit Shetty** to collect his offer letter tomorrow on **Thursday, 10th January 2019 @**

Vistaar Systems Pvt. Ltd.

Raheja Point 1, Wing "A",

Pt. J. N. Road,

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail

Atharva Placements <ace.placements2009@gmail.com>

Fwd: Wipro Elite National Talent Hunt | Acceptance of Letter of Intent

1 message

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> 18 February 2019 at 15:02
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **Vinaykumar Devadiga** <vdofficial22@gmail.com>
Date: Mon, Feb 18, 2019 at 2:29 PM
Subject: Fwd: Wipro Elite National Talent Hunt | Acceptance of Letter of Intent
To: <sheetalbhatia@atharvacoe.ac.in>

Vinaykumar Shashi Devadiga

BE IT 1

I Have forwarded my Wipro offer acceptance mail

cid:image007.jpg@01D48670.160DA880

Wipro Elite National Talent Hunt | Acceptance of Letter of Intent

Dear Candidate,

Hearty congratulations on your selection in **Wipro Elite National Talent Hunt**!

We are pleased to inform you that we have issued your Letter of Intent online.

Additional details on the same have been shared with you over a separate email.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Dear Sushmita Shivalkar,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.
www.wipro.com

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Gmail

Atharva Placements <ace.placements2009@gmail.com>

CoCubes | Extramarks | 2019 Batch | Offered candidate

1 message

Kunal Mukte <kunal.mukte@cocubes.in> 3 December 2018 at 13:21
To: Atharva Placements <ace.placements2009@gmail.com>, sheetal01bhatia@gmail.com
Cc: Shashank Shekhar Mishra <shashank.mishra@cocubes.com>, Swanand Apte <swanand.apte@cocubes.com>, Srikanth Reddy <srikanth.reddy@cocubes.com>

Dear Sheetal Maam,

Congratulations!!

Please find below the offered candidate by Extramarks. The student was shortlisted and the interview process was conducted in Mumbai on 12th November.

Name	Branch	College	Batch	Degree
Arvindsingh Gangwar	Computer Engineering	Atharva College of Engineering	2019	BE
Krina Rathod	Information Technology	Atharva College of Engineering	2019	BE
Krupali Sanjay Bhave	Electronics & TeleCommunication Engineering	Atharva College of Engineering	2019	BE
Himanshu Mangesh Sakat	Electronics & TeleCommunication Engineering	Atharva College of Engineering	2019	BE

Designation: Business Development Executive

Salary: 3 LPA - 8 LPA

Thank you for your support during the entire process, looking forward to adding value to your esteemed institute.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail Atharva Placements <ace.placements2009@gmail.com>

Fwd: Tata Communication 2019 Results - ATHARVA COLLEGE OF ENGINEERING Mumbai

1 message

sheetal bhatia <sheetal01bhatia@gmail.com> 1 November 2018 at 13:05
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **DonBosco Placement Cell** <dbittpocell@gmail.com>
Date: Thu, Nov 1, 2018 at 12:38 PM
Subject: Tata Communication 2019 Results - ATHARVA COLLEGE OF ENGINEERING Mumbai
To: <sheetalbhatia@atharvacoe.ac.in>, <sheetal01bhatia@gmail.com>
Cc: Sonal Srinivasan HR Tata Communications <sonal.srinivasan@tatacommunications.com>, AKSHAYA PATIL <Akshaya.Patil@tatacommunications.com>, Austin Fernandes <Austin.Fernandes@tatacommunications.com>

Dear Sheetal

Congratulations

Following students from ATHARVA COLLEGE OF ENGINEERING have been selected by Tata Communications

SHRIWARI NITIN SHEDGE Mobile 7276794501 Stream Networking
Rinisha Burriwar Mobile 8424871956 Stream Software
SNEHAL MOHAN JADHAV Mobile 9702801446 Stream Software

Thanks in anticipation

Warm Regards

BharatKumar Bhandary,

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail Atharva Placements <ace.placements2009@gmail.com>

Campus Drive Results

2 messages

Atharva Placements <ace.placements2009@gmail.com> 29 October 2018 at 15:00
To: angela.j@endurance.com
Cc: sheetal01bhatia@gmail.com, Atharva Placements <atharva.placements2009@gmail.com>

Dear Angela,

Greetings of the day!!!

We are thankful towards the organisation for conducting Placement Drive in our college hope you had a good time too.
We would be looking forward to have you in our campus for coming more years

Also we are expecting your mail in regards to the selected students list along with their offer letter.

Please Let us know in regards to the same

Thank you
Regards
Neelesh Murugan
Training & Placement Department,
Atharva College of Engineering.

Tel: +91-22-4029 4949 Ext: 135

Angela John <angela.j@endurance.com> 29 October 2018 at 15:38
To: Atharva Placements <ace.placements2009@gmail.com>
Cc: sheetal01bhatia@gmail.com, Atharva Placements <atharva.placements2009@gmail.com>, campusteam@endurance.com

Hi Neelesh,

Our sincere thanks for your warm welcome. It was indeed a pleasure to interact with such amazing bunch of students.

We look forward to having a long-standing relationship between **Endurance International Group** and **Atharva College Of Engineering.**

We have shortlisted the below candidates after our process:

- **Shivani Desai**
- **Kushal Sanwalka**
- **Mohit Naik**

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MUMBAI

- **Hardik Shah**
- **Satish Yadav**

We will process their offer letters by this week.

Thanks again for your warm hospitality.

Warm Regards,

Angela John

[Quoted text hidden]

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MUMBAI

WESTERN RAILWAY

No. E/SIG/890/3/2/(Comp Grd) DRM's Office
Mumbai Central
Dated.08.09.2017.

OFFICE ORDER

Sub:-Recruitment of Class III Service in App. JE(TELE) LEVEL 6 , S&T Deptt, Mumbai Divn.

Ref:- This office memorandum of even no.dtd.17.02.2016, 24.07.17,15.06.16 & 21.08.17

******

The Following Apprentice JE(TELE) recruited on Comp Grd, have passed retention test conducted on 23.06.17 & 11.07.17 for the post of JE(TELE) Level-6, they are now regularized & absorbed as JE(TELE) with immediate effect & posted at unit mentioned against their name.

Sr. No.	Name S/Shri	Dt. of Birth	Caste	Dt of appt.	Pay & Scale	Posted under
1	Ankit G. Parmar	19.07.1987	SC	18.02.16	36500/in level-6 & next increment date will be 01-.01-2018*	SSE/TELE/BL/ against existing vacancy.
2	Satprasad P. Patkar	13.04.1995	GEN	15.06.16	36500/in level-6 & next increment date will be 01-01-2018*	SSE/T/PA/BCT vice Sh. Avdesh Kumar - JE/TEL promoted.

* Sr No.1 is eligible for pay Rs.35400/-w.e.f. 18/02/2016(Performa basis).Rs36500/w.e.f.01/01/2017(Performa basis) till his regular absorption

* Sr No.2 is eligible for pay Rs.35400/-w.e.f. 15/06/16(Performa basis).Rs36500/w.e.f.01/01/2017(Performa basis) till his regular absorption

The Date of joining should be advised to this office.
This has the approval of Sr .DSTE(Co).

(P.C.Meena)
APO(G)
For DRM(E)BCT

C/- Sr. DFM-BCT, Sr. DSTE(Co)BCT, Sr. DSTE(N)BCT, DSTE(T)BCT, ADSTE(T), CM(E)CCG, SSE/Tele/BL, E/S&T/Pay Bill, TRT CLERK, S/Sheet Ck.
C/- SSE(TELE/PA)-BCT- He is requested to relieve the employee AT Sr No. 1
C/- Divi. Secy. WRMS-BCT, WREU-GTR, GRC BCT, SC/ST-GTR.

https://mail.google.com/mail/u/0/#search/Western/FMfcgxvzLDvQVmDfzqdvbwwgTzmTWJGW?projector=1&messagePartId=0.1

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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Gmail Atharva Placements <ace.placements2009@gmail.com>

Campus Recruitment - List of selected Students (Electrical)

2 messages

Pardhi, Nupur T <NTPardhi@burnsmcd.in> 9 October 2018 at 10:44
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Hello,

Please send the below mentioned students for interview tomorrow i.e. October 10, 2018 at our office at 1.30 pm with 4 copies of their CVs. (Address is mentioned below.)

Regards,

Nupur

From: Pardhi, Nupur T
Sent: Friday, October 5, 2018 9:10 AM
To: 'Atharva Placements' <atharva.placements2009@gmail.com>; 'Atharva Placements' <ace.placements2009@gmail.com>
Subject: Campus Recruitment - List of selected Students (Electrical)

Hello,

Please find below list of shortlisted students for Electrical .

We are planning to arrange the interviews in next week.

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Gmail

Atharva Placements <ace.placements2009@gmail.

Campus Recruitment Drive 2019 - Thakur College, Kandivali, Mumbai - FINAL SELECT(05 Oct2018)

3 messages

Sudhir S <ssudhir@nseit.com>
Reply-To: Sudhir S <ssudhir@nseit.com>
To: TCET TNP <tcet.tnp@thakureducation.org>, "placements.tech@somaiya.edu" <placements.tech@somaiya.edu>, "ghanashyamphadke@gmail.com" <ghanashyamphadke@gmail.com>, "tpo_tsec@yahoo.co.in" <tpo_tsec@yahoo.co.in>, "sheetalbhatia@atharvacoe.ac.in" <sheetalbhatia@atharvacoe.ac.in>, "tpo@ves.ac.in" <tpo@ves.ac.in>, "rgittrg@gmail.com" <rgittrg@gmail.com>, "tpo.engg@somaiya.edu" <tpo.engg@somaiya.edu>, "sheetal01bhatia@gmail.com" <sheetal01bhatia@gmail.com>, "ace.placements2009@gmail.com" <ace.placements2009@gmail.com>, "timscdr.tnp" <timscdr.tnp@thakureducation.org>
Cc: Sharmila Talpady <sharmilat@nseit.com>, Prajna Mohanty <prajnam@nseit.com>, mathewp@nseit.com, Shilpa Pradhan <shilpapradhan@nseit.com>, Vivek Vaidya <vvaidya@nseit.com>
8 October 2018 at

Hello Sirs,

Thanks to you & your team for your support and co-operation in successfully conducting 'Campus Recruitment Drive 2019' on 05 Oct2018 - Friday at your college campus.

Please be informed that, we are going ahead with the below mentioned 16 students selected & found in accordance with our selection criteria.

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Sr	Roll No	Candidate Name	Result	College	CTC Offered
1	70904	RANI TRESA GIGI	Selected	K J Somaiya, Vidyavihar	Rs. 3.0 Lacs per annum
2	70741	LAD DEEPESH RAMANBHAI LILAVATI	Selected	Thakur College - MCA	Rs. 3.0 Lacs per annum
3	1893	SSID 154 - Swati Bovi	Selected	Thadomal Sahani	Rs. 3.0 Lacs per annum
4	1790	SSID 51 - Harshad Dagare	Selected	Thadomal Sahani	Rs. 3.0 Lacs per annum
5	70897	PRITAM NARAYAN MOHITE	Selected	K J Somaiya, Vidyavihar	Rs. 3.0 Lacs per annum
6	71021	VAIDEHI BORWANKAR	Selected	Rajeev Gandhi Inst Tech	Rs. 3.0 Lacs per annum
7	71036	SAYLEE KISHOR PRABHU	Selected	Rajeev Gandhi Inst Tech	Rs. 3.0 Lacs per annum
8	70733	DHUMAL SANKET MOHAN SHARDA	Selected	Thakur College - MCA	Rs. 3.0 Lacs per annum
9	70730	AGRAWAL VARUN DILIP NEELAM	Selected	Thakur College - MCA	Rs. 3.0 Lacs per annum
10	70952	MONIKA MANIK GAWDE	Selected	Atharva College	Rs. 3.0 Lacs per annum
11	71162	ROSHAN ANIL NARKHEDE	Selected	K J Somaiya, Sion	Rs. 3.0 Lacs per annum
12	1913	SSID 174 - Priyanka Bhumkar	Selected	Thadomal Sahani	Rs. 3.0 Lacs per annum
13	70777	JAIN ANUBHAV AJAY RANJANA	Selected	Thakur College	Rs. 3.0 Lacs per annum
14	70974	SAKSHI DILIP DALE	Selected	Atharva College	Rs. 3.0 Lacs per annum
15	71283	SAMIKSHA THIKEKAR	Selected	Vivekananda ESIT	Rs. 3.0 Lacs per annum
16	70938	JENIL MANISH BODA	Selected	Atharva College	Rs. 3.0 Lacs per annum
17	71041	GAUTAM PRAHLAD SAW	On Hold	Rajeev Gandhi Inst Tech	
18	71214	YASH KASTURI	On Hold	Vivekananda ESIT	
19	70808	ASHAR JAIMISH KEKIN PALLAVI	On Hold	Thakur College	

Note : 'On Hold' students selection finalization will take few days, meanwhile they may appear for other campus drives

Kindly acknowledge acceptance of this result & inform students accordingly.

The offers and other mandatory documentation is in process, and the same will be communicated soon.

Regards,

Sudhir Sawant
NSEIT Ltd.
Trade Globe, Andheri (East),
Mumbai, INDIA
Board : +91 22 4254 7400 ext-7735
Direct : + 91 22 4254 7735
Mobile : +91 98190 38210

Sent from eM Client | www.emclient.com

On 10/8/2018 11:03:46 AM, "TCET TNP" <tcet.tnp@thakureducation.org> wrote:

Dear TPOs,

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail Atharva Placements <ace.placements2009@gm

Fwd: SANKEY SOLUTIONS-LIST OF SELECTED STUDENT

1 message

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> 10 October 2018
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **hr** <hr@sankeysolutions.com>
Date: Wed, Oct 10, 2018 at 1:51 PM
Subject: SANKEY SOLUTIONS-LIST OF SELECTED STUDENT
To: <sheetalbhatia@atharvacoe.ac.in>
Cc: <sandeep@sankeysolutions.com>, <suhas@sankeysolutions.com>, <komal.k@sasnkeysolutions.com>

Hi,

This is to inform you that we want the joining date of the selected Student of your College from the Pool Placement Drive which was held in Indra Ghadhi Co . Let us know the final joining date for the below listed students by end of the day.

- Rohan Gantellu –gantellu@gmail.com
- Kuntan Shivaji Sutar –sutarkuntan@gmail.com

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Gmail Atharva Placements <ace.placements2009@gmail.com>

Fwd: CONGRATULATIONS: TCS Ninja FY 19: List of Selected students - Atharva College of Engineering, Mumbai

1 message

Atharva Placements <atharva.placements2009@gmail.com> 17 September 2018 at 14:02
To: sheetal bhatia <sheetal01bhatia@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ----------
From: **Mumbai campusteam** <Mumbai.campusteam@tcs.com>
Date: Sat, Sep 15, 2018 at 6:22 PM
Subject: CONGRATULATIONS: TCS Ninja FY 19: List of Selected students - Atharva College of Engineering, Mumbai
To: atharva.placements2009@gmail.com
Cc: Smiley Suri <smiley.suri@tcs.com>, Shakti Nandan <shakti.nandan@tcs.com>, Sreeja N <sreeja.n@tcs.com>

Dear Sir/Ma'am,

Greetings from Mumbai Campus Team!

Congratulations to the candidates who have cleared all the rounds and are being offered by **Tata Consultancy Services**!

Please find the list of students who are selected as TCS Ninja.

Offer letters will be released by tomorrow End of Day.

Thanks & Regards,
Mumbai Region - Campus Recruitment
Tata Consultancy Services Limited
Yantra Park -(STPI), 2nd Pokharan Road,
Opp HRD Voltas Center,Subash Nagar

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SL NO	REFERENCE ID	CANDIDATE NAME	Revised Insti name
1	DT20184722777	Kapil Jain	Atharva College of Engineering, Mumbai
2	DT20184657710	Veda Waikul	Atharva College of Engineering, Mumbai
3	DT20184720228	Aakanksha Pachange	Atharva College of Engineering, Mumbai
4	DT20184543418	Gopalkumar Jangid	Atharva College of Engineering, Mumbai
5	DT20184607767	Onkar Ravgan	Atharva College of Engineering, Mumbai
6	DT20184585863	Akshay Kumbhar	Atharva College of Engineering, Mumbai
7	DT20184596504	Meet Shah	Atharva College of Engineering, Mumbai
8	DT20184613085	Omkar Dukhande	Atharva College of Engineering, Mumbai
9	DT20184611687	Rohan Gantellu	Atharva College of Engineering, Mumbai
10	DT20184641311	Tanmay Shinde	Atharva College of Engineering, Mumbai
11	DT20184637922	Jeet Bafna	Atharva College of Engineering, Mumbai
12	DT20184438271	Mohit Patil	Atharva College of Engineering, Mumbai
13	DT20184385809	Pratik Chavan	Atharva College of Engineering, Mumbai
14	DT20184466536	Priyank Patil	Atharva College of Engineering, Mumbai
15	DT20184444637	Siddhesh More	Atharva College of Engineering, Mumbai

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Offer: Computer Consultancy
Ref: TCSL/DT20184641311/Mumbai
Date: 16/09/2018

Mr. Tanmay Sanjay Shinde
4/9, 78 Municipal TenamentsS.V. Road,
Khar(W),
Mumbai-400052,
Maharashtra.
Tel# -

Dear Tanmay Sanjay Shinde,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Tanmay Sanjay Shinde**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Atharva College Of Engineering, Mumbai**

Table 1: Compensation Details (All Components in INR)

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

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

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

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Gmail Atharva Placements <ace.placements2009@gmail.com

Fwd: Atharva college additional select

1 message

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> 18 September 2018 at 10:
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ----------
From: **Hiremath, Ajaykumar R.** <ajaykumar.r.hiremath@accenture.com>
Date: Tue, Sep 18, 2018 at 10:48 AM
Subject: Atharva college additional select
To: Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
Cc: "Arora, Sonal S." <sonal.s.arora@accenture.com>, "Narula, Sandeep" <sandeep.narula@accenture.com>

Hi Sheetal,

As discussed, please find the attached list of additional students whom Accenture is considering them as final selects.

With this changes final selects in Atharva moves to 87.

Regards,

Ajaykumar R. Hiremath

Campus Recruitment | Accenture | India - Bangalore

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Atharva Placements <ace.placements2009@gma

Gmail

Fwd: Final selects - Atharva College Mumbai

2 messages

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> 11 September 201
To: Atharva Placements <atharva.placements2009@gmail.com>, Atharva Placements <ace.placements2009@gmail.com>

Thanks & Regards,

SHEETAL BHATIA
9930929231
Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

---------- Forwarded message ---------
From: **Hiremath, Ajaykumar R.** <ajaykumar.r.hiremath@accenture.com>
Date: Tue, Sep 11, 2018 at 4:31 PM
Subject: Final selects - Atharva College Mumbai
To: Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
Cc: "Arora, Sonal S." <sonal.s.arora@accenture.com>, "Narula, Sandeep" <sandeep.narula@accenture.com>

Dear Sheetal

Greetings from Accenture!!!

As discussed, we are happy to inform you that we have 74 Final selects from VSP 19 batch.

Please find the attached excel sheet with details…

Regards,

…ui/0?ik=7f15e83101&view=pt&search=all&permthid=thread-f%3A1611308776699317660&simpl=msg-f%3A1611308776699317660&simpl=msg-f%3A161130…

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Ajaykumar R. Hiremath

Campus Recruitment | Accenture | India - Bangalore

Mobile - +91 99868 88375 Mail/Skype: ajaykumar.r.hiremath@accenture.com

My Top 5 Strengths: Strategic | Responsibility |Futuristic | Relator | Maximizer

Our core values: Stewardship - Client Value Creation - Respect for the Individual - Integrity - Best People - One Global Network

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www.accenture.com

VSP2019_ATHARVA_SEP_07_08__Final update.xlsx
16K

Atharva Placements <atharva.placements2009@gmail.com> 11 September 2018 at 16:36
To: Atharva Placements <ace.placements2009@gmail.com>

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

[Quoted text hidden]

VSP2019_ATHARVA_SEP_07_08__Final update.xlsx
16K

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PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

May 11, 2023

Download PD

BINGHAMTON UNIVERSITY
STATE UNIVERSITY OF NEW YORK | The Graduate School

Dear Jay Pankaj Desai,

Congratulations! You've been selected for **provisional admission** to the Information Systems MS program at Binghamton University. Your academic and professional accomplishments are impressive, and we are confident that you will be an excellent addition to the University community. We sincerely hope that you will join us for the Fall 2023 semester.

Your o"er of admission is **provisional** because we have not yet received immigration and financial documentation required by the United States Department of Homeland Security.

Once we receive and verify this documentation, your application will automatically be moved forwar in the admission process.

Your next step is to make sure the following items are uploaded to your status page:

- International Student Financial Statement Form (PDF)
- Supporting financial documentation
- Copy of the photo page of your passport

If you have questions, contact us at 607-777-2151 or at gradadmission@binghamton.edu.

Sincerely,

Gretchen Mahler
Interim Dean of the Graduate School
Binghamton University
607-777-2151
www.binghamton.edu/grad-school

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

DURHAM COLLEGE
SUCCESS MATTERS

Oshawa Campus
2000 Simcoe Street North
Oshawa, ON, Canada L1H 7K4
t: 905.721.2000
www.durhamcollege.ca

Letter of Acceptance

Date (YYYY/MM/DD): 2020/07/30

PERSONAL INFORMATION

1 Family Name	2 Given Name
Shah	Nirvish Kaushik
3 Date of Birth (YYYY/MM/DD)	**4 Student ID Number**
1997/05/22	100800237

5 Certificat d'acceptation du Québec (CAQ) or Ministère de l'Immigration, Diversité et Inclusion (MIDI) letter

N/A

6 Student's full mailing address

E/703, Anand Sagar Bldg,Anand NagarM.G.Road,
Kandivali West
Opposite Dominoes
Mumbai Maharashtra 400067
India

INSTITUTIONAL INFORMATION

7 Full name of institution	8 Designated learning institution number
Durham College of Applied Arts & Technology	O19361081012

9 Address of institution
2000 Simcoe St. N
Oshawa Ontario
L1H 7K4

10 Telephone number Extension	11 Fax number	12 Type of School/Institution
905-721-2000	905-721-3014	Public
13 Website		**14 Email**
http://www.durhamcollege.ca		internationalapplications@durhamcollege.ca

15 Name of contact	Position	Telephone number	Extension
Marianne Marando	Associate Vice-President, Academic	905-721-2000	2355
16 Name of alternate contact	**Position**	**Telephone number**	**Extension**
Johnene Milan	Senior International Admissions Officer	905-721-2000	2355

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

DURHAM COLLEGE
SUCCESS MATTERS

Oshawa Campus
2000 Simcoe Street North
Oshawa, ON, Canada L1H 7K4
t: 905.721.2000
www.durhamcollege.ca

Date (YYYY/MM/DD): 2020/07/30

PROGRAM INFORMATION

17 **Academic status** Full-time **Hours of instruction per week** Approx. 25 hrs / week	18 **Field/Program of Study** Info Systems Security - Computers & Networking
19 **Level of study** Post-secondary (Graduate Certificate)	20 **Type of training program** Academic
21 **Exchange program** No	22 **Estimated tuition fee for the first academic year** $13,322.05 | **Fee prepaid:** No
23 **Scholarship/Teaching Assistantship/Other financial aid:** No	24 **Internship/Work Practicum** None

25 **Conditions of acceptance specified as clearly as possible**

The college reserves the right to withdraw the offer of admission if the student does not meet the conditions as outlined below:

Student Direct Stream (SDS): **Study permit applicants from China, India, Morocco, Pakistan, the Philippines, Senegal or Vietnam** ***MUST pay the entire amount of fees for their first year of study according to the amount listed as TOTAL DUE on the attached FEE ESTIMATE (page 3) by September 15, 2020 to secure your seat.***

Non-SDS students: **A partial fee payment of $8,233.79 must be received by the college by September 15, 2020 to secure your seat. Seat availability cannot be finalized until this payment is made.** Although we do our best to accommodate all students who have been given a Letter of Acceptance, there are instances when programs may fill prior to the payment due date. We encourage students to pay as soon as they receive their Acceptance letter.

Students do not have a guaranteed seat in this program until they have paid the full amount as shown in the paragraph(s) above. Offers should be paid as soon as possible and are subject to seat availability at the time the payment is received.

A fee receipt issued by Durham College must accompany this letter as proof of payment.

26 **Length of Program** Start date: 2021/01/06 Completion date: 2021/08/31	27 **Expiration of letter of acceptance (YYYY/MM/DD)** 2021/01/12

28 **Other relevant information**

Upon arrival, you are required to present your post-secondary Study Permit to the International Office in SSB210.

Program Term Details: Year 1 of 1 (2 semesters)

Please note International Student Orientation is tentatively scheduled for January 5, 2021. All start dates are subject to change.

We are looking forward to seeing you at Durham College.

Marianne Marando

Marianne Marando
Associate Vice-President, Academic

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Oshawa Campus
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Oshawa, ON, Canada L1H 7K4
T: 905.721.2000
www.durhamcollege.ca

Date (YYYY/MM/DD): 2020/07/30

FEE ESTIMATE

Student Name	Nirvish Kaushik Shah	Tuition Fee	$13,322.05
Student ID	100800237	Incidental Fees (includes U Pass)	$1,572.76
Program	Info Systems Security - Computers & Networking	Graduation Fee	see incidental
Program Code	ISCN	Health/Medical Insurance (mandatory)	see incidental
Length	Year 1 of 1 (2 semesters)	Program Supply Fee	$425.00
Start Date: (YYYY/MM/DD)	Start date: 2021/01/06 Completion date: 2021/08/31	Additional Program Fee	see incidental
Type	Full-time	**TOTAL DUE**	$14,894.81

****All fees are quoted in Canadian Dollars CAD. **Fees for the January 2021 intake have not yet been approved.** Please anticipate a 4 percent increase over the fees shown above. **All students MUST accept their offer and pay their fees through their MyCampus portal only. Seats are not guaranteed until payment of fees for first semester as noted in Box 25 of your Letter of Acceptance are received in full.** Detailed information about tuition fees, payment options and due dates for remaining tuition will be released mid-November and you will be able to view this information online through your MyCampus account. We will send out detailed instructions to your DC email on how to access this information when it becomes available. Students will be responsible for all charges as listed on their MyCampus portal once they have registered in a timetable and all fees are assessed and charged to the student's account.****

Students may be charged a $150.00 late payment fee for any payment received after the due dates.

Withdrawals: Please refer to our official withdrawal and refund policy at: https://www.durhamcollege.ca/wp-content/uploads/international- student-withdrawal-and-refund-policy.pdf and procedure at: https://durhamcollege.ca/wp-content/uploads/international-student- withdrawal-and-refund-procedure.pdf. All international student withdrawal or refund requests are handled through the International Office. Students must meet the withdrawal and refund policy requirements plus complete and sign an official withdrawal form and submit other documents, including the refusal letter from the Canadian Embassy for visa refusals, as requested to be eligible for any refund. Be advised that any refunds that are authorized will be less the application fee, tuition and ancillary fee as per MTCU Policy, and other fees as outlined in our withdrawal and refund policy and procedure. Study Permits are issued based on letters of admission to Durham College, so international students are expected to attend this college. There will be no refunds for requests received after the 10th official day of the semester. Failure to attend does not constitute a withdrawal.

By paying your fees, you are agreeing to the terms and conditions as stated on this letter of acceptance, as well as the two above linked withdrawal policy and procedure documents.

Living Costs
The following is the approximate living costs for 1 school year (8 months) in Oshawa, Ontario, Canada for a student living on their own off campus:
Housing - $450 - $1250 per month;
Food $150/week;
Books and other school supplies $500 - $2000; and Laptop
Computer (depending on program) $700 – $ 1000

Costs are not guaranteed and vary according to each individual student and their needs and spending habits. Other costs to take into consideration include: cell phones, phone cards, extra activities (i.e. skiing, bus trips) winter clothing, flights back home, visa renewal fees.

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Yash Jagda
605, Kripa Heights, Opp. Link View Hotel,
Near Don Bosco School, Link Road
Borivali West
Mumbai, Maharashtra 400092
India

Dear Yash Jagda,

Congratulations! You have been selected for admission to the Computer Science MS program for the Fall 2019 semester. Your commitment to academic achievement and professional development, as well as your passion for your studies, has impressed us. We are excited to welcome you to the Graduate School at Binghamton University, and we are confident that you will find this University an excellent place to pursue your education and research.

We invite you to join our community of scholars, researchers and teachers by accepting our offer of admission. Let us know that you plan to attend by paying a $100 USD **admission deposit** via your application status page. We encourage you to pay the deposit as early as possible in order to confirm your intent to enroll and finalize the rest of the admission process. This deposit will then be applied to your first semester bill. If you request and accept a deferral of your admission offer, your deposit will be forfeited. Your official University student identification number is **B00809607**. Your user ID is **yjagda1**. Please commit both your B-number and ID to memory or keep it in a safe place. You will need these numbers for future correspondence with the University. (If you decide to decline your offer of admission, please let us know by completing the form on your status page, so we can withdraw your application.)

We're delighted to welcome you into the Binghamton community, and we are committed to assisting you with the enrollment process. If you have any additional questions, feel free to contact us by phone at 607-777-2151 or email at gradadmission@binghamton.edu. Our office hours are Monday through Friday, from 8:30 - 5:00pm (EST). If you have any questions specific to your program or funding, we recommend contacting your program's graduate director.

Sincerely,

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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STEVENS
INSTITUTE of TECHNOLOGY
THE INNOVATION UNIVERSITY®

Graduate Admissions

February 12, 2019

Mr. Jigar Masekar
6/301, Pawan Baug,
Mumbai Maharashtra 400064
India

Dear Jigar:

Congratulations! It is my pleasure to offer you admission into the Software Engineering program at Stevens Institute of Technology.

Since 1870, Stevens has welcomed students who combine a passion for learning with a desire to apply their training to improve the world around them. Upon thorough review of your impressive credentials, it's clear you would be an excellent fit for our master's programs, which prepare students for leadership roles with innovative organizations around the globe.

A student with your talents and aspirations likely has received multiple letters similar to this one, but we're confident you'll find Stevens is best aligned with your future. Our classrooms are windows into tomorrow — we emphasize innovative instruction from leading faculty members, we create high-tech laboratories that make cutting-edge research possible, and we leverage our proximity to industry to bring corporate leaders and their perspectives to your learning. Our network of alumni and industry partners helps graduate students find internships, understand where their field is going and learn what it takes to manage a bustling enterprise. And our students enjoy pursuing their studies in one of the best locations in the world — our picturesque campus in lively Hoboken is just minutes from New York City by train or ferry.

At Stevens, we call ourselves "The Innovation University®." That's partly because of the programs we offer, the faculty we recruit and our legacy of technological vision — and it's also because of students like you, Jigar, who possess the vision and passion to take the top-flight educational experience you'll receive here and apply it to the challenges facing the world. Again, congratulations on your achievement, and I look forward to welcoming you to our campus shortly.

For more details on your admission, please read below. To respond to this offer of admission, please complete the Admission Reply Form here (https://gradadmissions.stevens.edu/apply/form?id=ccbd0838-13e9-459d-9401-973595f01f61).

Sincerely,

Dr. Yehia Massoud;
Dean of the School of Systems & Enterprises

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MUMBAI

WESTERN ILLINOIS UNIVERSITY

May 5, 2016

Bhushan Bamane
A702, near Sundar Darsan Society, Poonam Orchid
Mira-Bhyandar Highway, Mira Road East
Thane, Maharashtra 401107
INDIA

Dear Mr. Bamane:

WIU ID Number: 916-56-0463

I am pleased to inform you that you have been conditionally accepted by Western Illinois University to pursue a Master's degree in Computer Science for the Fall 2016 semester. The condition(s) of your final, full admission are as follows:

- Proof of English language proficiency, evidenced in one of the following ways: 1) completion of Western's own English as a Second Language (WESL) program, 2) satisfactory results on the WESL placement exam, or 3) a satisfactory TOEFL or IELTS score. There is a $100 fee for all students taking the WESL placement exam during orientation. This fee is required to be paid in cash and will be collected at orientation during registration for the exam.

- Presentation of your original mark sheets from the University of Mumbai.

- Presentation of your original degree certificate from the University of Mumbai.

The Department has indicated that in addition to all graduate degree program requirements, you must also complete the following undergraduate-level deficiency course(s) and receive a grade of "B" or better: CS 355.

Enclosed is the Form I-20 Certificate of Eligibility that you may use to apply for the F-1 Student Visa at the U.S. Consulate in your home country. Form I-901 and instructions for payment of the I-901 student/exchange visitor processing fee can be found at www.FMJfee.com. This fee must be paid prior to applying for the visa.

New International Student Orientation begins on August 15, 2016. You must arrive by that date. The Orientation schedule will be posted to our website (www.wiu.edu/international) about three weeks prior to the beginning of the semester.

If we may further assist you in some way, please do not hesitate to contact this office.

Sincerely,

Angie Veith, Assistant Director
International Admissions

Dr. Martin Maskarinec
School of Computer Sciences
(309) 298-1452
MJ-Maskarinec@wiu.edu

AV:lk

Center for International Studies
Memorial Hall 309, 1 University Circle, Macomb, IL 61455-1390
Tel 309.298.2501 Fax 309.298.2405 www.wiu.edu/international

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BACK

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ATHARVA EDUCATIONAL TRUST'S

ATHARVA COLLEGE OF ENGINEERING

(Approved by AICTE, Recognized by Government of Maharashtra & Affiliated to University of Mumbai - Estd. 1999 - 2000)
ISO 2100:2018 ISO 14001:2015 ISO 9001:2015
NAAC Accredited

Academic Year

2019-20 Placement & Higher Education Proof

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Gmail

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>

Campus Placement -2019 - Hires - Media.net - 18th October, 2019

5 messages

Gloria Noronha <gloria.n@media.net> Fri, Oct 18, 2019 at 10:36 PM
To: Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
Cc: Meghna Shetty <meghna.s@media.net>, Atharva Placements <ace.placements2009@gmail.com>

Dear Sheetal,

Thank you for your help with the campus process dated 18th October, 2019. Please find below the list of hires that we have made as part of the on-campus process-

Sr. No	Name of the candidate	Stream	Role
1	Risha Shetty	IT	Research Analyst
2	Sambhav Thole	IT	Research Analyst
3	Gauri Bansode	Electronics	Research Analyst
4	Abhishek Vastrad	IT	Research Analyst
5	Priti Vichare	EXTC	Research Analyst
6	Yashashri Gharat	Computer Engineer	Research Analyst
7	Rishikesh Gundle	EXTC	Research Analyst
8	Animesh Takpere	Electronics	Research Analyst
9	Janhavi Borle	Electronics	Research Analyst

Request you to share the below documents to process the offers-

- Pan Card
- Address Proof
- 10th mark sheet
- 12th mark sheet
- Last Sem mark sheet

The offer letters should reach you by (Friday), 15th November, 2019.

Also, if there were any students who may have missed out on the campus process due to circumstantial reasons, they can apply to us directly and we can process them off campus.

Thank you for all your efforts!

Warm Regards,

Gloria Noronha
Talent Acquisition Associate
W: http://www.media.net/
P : http://careers.media.net/
E : gloria.n@media.net

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in> Sat, Oct 19, 2019 at 1:46 PM
To: Gloria Noronha <gloria.n@media.net>
Cc: Meghna Shetty <meghna.s@media.net>, Atharva Placements <ace.placements2009@gmail.com>

Dear Gloria,

Good Afternoon!!!

Thank you so much for your time and effort you given for our students yesterday along with your team.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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CAPGEMINI - 2020.

Sr No	Name	Gender	Mobile	Email	Status
1	Maqsood Ahemed Maqbool Ahemed Khan	Male	+91 7276719930	maqsoodkhan7299@gmail.com	Select
2	Divyesh Khandhedia	Male	+91 7666681319	khandhediadivyesh76@gmail.com	Select
3	Sayali Manohar Patil	Female	+91 8087498386	04sayali.patil@gmail.com	Select
4	Atharva Vilas Patil	Male	+91 9769596579	atharvavpatil@gmail.com	Select
5	Susmita Santosh Tripathi	Female	+91 9867559603	susmita.tripathy98@gmail.com	Select
6	Chirag Dhaneshwar Patil	Male	+91 9021392692	patil.chirag99@gmail.com	Select
7	Aditi Ajay Pusalkar	Female	+91 9833821649	aditiajaypusalkar@gmail.com	Select
8	Jash Sandeep Shah	Male	+91 9082723944	jashshah1216@gmail.com	Select
9	Siddhant Sandeep Chogle	Male	+91 9167434488	siddhantchogle7@gmail.com	Select
10	Sarvesh Krishna Gawade	Male	+91 8424924564	sarveshgawade42@gmail.com	Select
11	Jonas Robin	Male	+91 7303595224	jonas.rosal.joshni@gmail.com	Select
12	Varoon Sameer Chhatre	Male	+91 9769918198	varoonchhatre10@gmail.com	Select
13	Verma Naman Dinesh	Male	+91 9049830755	satyam9049830755@gmail.com	Select
14	Varsha Ramesh Vishwakarma	Female	+91 9833198948	varshavishwakarma30@gmail.com	Select
15	Shaunak Deshpande	Male	+91 7021422741	shaunakd75@gmail.com	Select

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

USA Headquarters
Bista Solutions Inc.
980 Hammond Drive,
Suite 1275,
Atlanta, GA, 30305,
USA.

+1 (844) 233 0652
sales@bistasolutions.com

UAE
Bista Solutions DMCC.
P.O. Box 62604,
#1206, Indigo Icon Tower, Cluster F,
Jumeirah Lake Towers, Dubai,
UAE

+971 529500990
+971 (4) 5515182
uae@bistasolutions.com

India (Global Delivery Centre)
Bista Solutions Pvt Ltd.
208-210, Eco Star, Vishweshwar
Nagar, Off Aarey Road
Goregaon (E), Mumbai- 4000063,
India.

+91 (22) 66219933
+91 (22) 66219900
salesrow@bistasolutions.com

Canada Office
Bista Solutions Pvt Ltd.
2680 Matheson Blvd,
East, Suite 102, India.
Mississauga, Ontario,L4W 0A5,
Canada

+1 (844) 233 0652
sales@bistasolutions.com

Date: 21st February 2020

Internship Offer Letter

Dear Priyanka Patil,

We are pleased to inform you that your candidature is shortlisted by us, after consecutive round of Interviews. You have been offered the Letter of Intent/ appointed as a **Software Intern** with Bista Solutions Pvt Ltd, 208-210, 2nd floor, Eco-Star, Vishweshwar Nagar, OffArey Road, Goregaon East, Mumbai 63.

In this connection, we are pleased to inform you that we have arranged an Internship program of 3 months, commencing from 01/07/2020, 5 days training and 8 hours a day.

You are advised to go through the official policies of our organization which governs your employment with us.

- You Shall work with our organization as an Intern for a period of 3 month.
- You are eligible for Rs. 5000 as a stipend for period of your Internship.
- You are eligible to take only 3 sick leave in your Internship period. Which needs to be informed to Trainer and HR.
- Post internship, if you score above 60% in the Final Test, the company will acquire you as a full-time employee by the company, and if less than 60%, your transition with company will end.
- This is to further clarify that through course of your internship period, if organization identifies certain traits and qualities then it holds the exclusive right to decide whether the employment in the organization will continue or discontinue.

You are requested to submit photocopy of below documents on the joining date of your Internship: -

- **Adhar Card**
- **Pan Card**
- **Educational certificates (from 10th till highest qualification)**
- **Photograph-2**

For Bista Solutions

BISTA SOLUTIONS PVT. LTD. MUMBAI 63.

Shefali Tambe
HR Department
Bista Solutions Pvt Ltd

I, hereby accept the offer from Bista Solutions Pvt Ltd

Priyanka S. Patil

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MUMBAI

69

USA Headquarters
Bista Solutions Inc.
980 Hammond Drive,
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Atlanta, GA, 30305,
USA.

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Canada Office
Bista Solutions Pvt Ltd.
2680 Matheson Blvd,
East, Suite 102, India.
Mississauga, Ontario,L4W 0A5,
Canada

+1 (844) 233 0652
sales@bistasolutions.com

Date: 21st February 2020

Internship Offer Letter

Dear Siddhi Kunekar,

We are pleased to inform you that your candidature is shortlisted by us, after consecutive round of Interviews. You have been offered the Letter of Intent/ appointed as a **Software Intern** with Bista Solutions Pvt Ltd, 208-210, 2nd floor, Eco-Star, Vishweshwar Nagar, OffArey Road, Goregaon East, Mumbai 63.

In this connection, we are pleased to inform you that we have arranged an Internship program of 3 months, commencing from 01/07/2020, 5 days training and 8 hours a day.

You are advised to go through the official policies of our organization which governs your employment with us.

- You Shall work with our organization as an Intern for a period of 3 month.
- You are eligible for Rs. 5000 as a stipend for period of your Internship.
- You are eligible to take only 3 sick leave in your Internship period. Which needs to be informed to Trainer and HR.
- Post internship, if you score above 60% in the Final Test, the company will acquire you as a full-time employee by the company, and if less than 60%, your transition with company will end.
- This is to further clarify that through course of your internship period, if organization identifies certain traits and qualities then it holds the exclusive right to decide whether the employment in the organization will continue or discontinue.

You are requested to submit photocopy of below documents on the joining date of your Internship: -

- **Adhar Card**
- **Pan Card**
- **Educational certificates (from 10th till highest qualification)**
- **Photograph-2**

For Bista Solutions

BISTA SOLUTIONS PVT. LTD. MUMBAI 63.

Shefali Tambe
HR Department
Bista Solutions Pvt Ltd

Siddhi S. Kunekar

I. hereby accept the offer from Bista Solutions Pvt Ltd

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EmailID	FirstName	LastName	Institute	City	State	Qualification	Specialization	PassingYear	PPI Status
kavita16543@gmail.com	Kavita	Poojary	Atharva College of Engineering	Mumbai	Maharashtra	Bachelor Of Engineering	Computer Science Engineering	2020	SES/SE
chintankotian@gmail.com	chintan	kotian	Atharva College of Engineering	Mumbai	Maharashtra	BTech	Information Technology	2020	SES/SE
gajendraraut990@gmail.com	Gajendra Raut	-	ACE-Atharva College of Engineering	Mumbai	Maharashtra	Bachelor of Engineering	Information Technology	2020	SES/SE

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MUMBAI

Gmail

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>

Result : Infosys Interview: System Engineer Specialist

2 messages

Manish Singh <manish.singh41@infosys.com>
To: "sheetalbhatia@atharvacoe.ac.in" <sheetalbhatia@atharvacoe.ac.in>
Cc: Jaspreet Walia01 <Jaspreet_Walia01@infosys.com>, Anivesh Joshi <anivesh.joshi@infosys.com>

Dear Ma'am,

Greetings from Campus recruitment team at Infosys!

Kindly find the result for the Interview Scheduled at Mukesh Patel school, Mumbai on 22nd of August, 2019.

EmailID	FirstName	LastName	Institute	
gajendraraut990@gmail.com	Gajendra Raut	-	ACE-Atharva College of Engineering	

CTC Details ;

Offer SES – 5 LPA

Offer PP – 8 LPA

Offer SE – 3.6 LPA

Thanks & Regards,

Manish Singh.

From: Manish Singh
Sent: Tuesday, August 20, 2019 4:15 PM
To: sheetalbhatia@atharvacoe.ac.in
Cc: Jaspreet Walia01 <Jaspreet_Walia01@infosys.com>; Anivesh Joshi <anivesh.joshi@infosys.com>
Subject: Infosys Interview: System Engineer Specialist

Dear Ma'am,

Greetings from the Campus Recruitment Team of Infosys!

After having tested close to 120,000 students through HackWithInfy and InfyTQ assessments, based on your student's performance in the second round of the competition we are delig interview as follows:

Date: 22nd August 2019

Venue: Mukesh Patel School Of Technology Management & Engineering

Address: Bhakthi Vendanth Swami Marg, Near Cooper Hospital, JVPD Scheme, Vile Parle West, Mumbai, Maharashtra 400056

Reporting Time: 8:30 AM

Kindly find the student details below;

EmailID	FirstName	LastName	Institute	PP
gajendraraut990@gmail.com	Gajendra Raut	-	ACE-Atharva College of Engineering	S

We request you to ensure that the students carry the following:

- Government ID and College ID (No print outs or scanned copy allowed)
- 2 Passport Size Photographs (Stamp size, black & white photographs and photographs printed on regular sheets are not allowed)
- Scanned Copy of your mark sheets
- Resume
- Copy of this mail invite

Thanks & Regards,

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MUMBAI

TCS

Dear Professor,
Greetings from TCS !!

Thank you for encouraging your students to participate in TNQT 2020.

Please find below the list of students who have been offered the Ninja profile through TNQT held on 3/4/8th Aug [apart from the list already shared (If any)].

The Offer Letter for the selected candidates will be released shortly.

Congratulations to all the selected students!

REFERENCE ID	CANDIDATE NAME
CT20192815953	Gokul Kombath
DT20195631690	Prashant Saundalkar
CT20192812981	Nidhi Shetty
DT20195613576	Deepashree Rai
DT20195539353	Akash Mishra
DT20195736835	Ankur Kumar
DT20195733037	Khusboo Patel
DT20195520440	Prakash Tripathi
DT20195483439	Rishabh Dubey
DT20195520683	Ishan Unnarkar
DT20195606000	Supria Roy
DT20195433992	Shreyas Kulkarni
DT20195427289	Kunal Kasa
DT20195448831	Natasha Ambre
DT20195401582	Umesh Patel
DT20195433598	Akanksha Apte
DT20195426425	Yesha Sanghavi
DT20195499809	Priyanka Rajaram
DT20195498531	Sufiyan Sayyed
DT20195430240	Kashmira Golatkar
DT20195377745	Laxman Rathod
DT20195426623	Muskan Chowatia
DT20195449285	Mohit Jain
DT20195431895	Navjeevan Bomble
DT20195457972	Vinay Addagatla
DT20195394362	Shubham Palkar
DT20195398986	Akshay Rathod
CT20192770230	Tanvi Shah
DT20195536704	Mrityunjai Mishra
DT20173815911	Abhishek Yadav
DT20195602020	Gargi Kelaskar
DT20195622062	Tejvi Trivedi
DT20195633133	Chirag Patil

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DT20184395308	Ajit Goud
CT20192681564	Shrajna Shetty
DT20195313478	Jatin Jawale
DT20195269656	Siddhi Wavre
DT20195669126	Dhruv Parmar
DT20195710048	Kapil Parekh
DT20195155010	Prachi Talokar

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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USA Headquarters
Bista Solutions Inc.
980 Hammond Drive,
Suite 1275,
Atlanta, GA, 30305,
USA.

+1 (844) 233 0652
sales@bistasolutions.com

UAE
Bista Solutions DMCC.
P.O. Box 62604,
#1206, Indigo Icon Tower, Cluster F,
Jumeirah Lake Towers, Dubai,
UAE

+971 529500990
+971 (4) 5515182
uae@bistasolutions.com

India (Global Delivery Centre)
Bista Solutions Pvt Ltd.
208-210, Eco Star, Vishweshwar
Nagar, Off Aarey Road
Goregaon (E), Mumbai- 4000063,
India.

+91 (22) 66219933
+91 (22) 66219900
salesrow@bistasolutions.com

Canada Office
Bista Solutions Pvt Ltd.
2680 Matheson Blvd,
East, Suite 102, India.
Mississauga, Ontario,L4W 0A
Canada

+1 (844) 233 0652
sales@bistasolutions.com

Date: 21st February 2020

Internship Offer Letter

Dear Priyanka Patil,

We are pleased to inform you that your candidature is shortlisted by us, after consecutive round of Interviews. You have been offered the Letter of Intent/ appointed as a **Software Intern** with Bista Solutions Pvt Ltd, 208-210, 2nd floor, Eco-Star, Vishweshwar Nagar, OffArey Road, Goregaon East, Mumbai 63.

In this connection, we are pleased to inform you that we have arranged an Internship program of 3 months, commencing from 01/07/2020, 5 days training and 8 hours a day.

You are advised to go through the official policies of our organization which governs your employment with us.

- You Shall work with our organization as an Intern for a period of 3 month.
- You are eligible for Rs. 5000 as a stipend for period of your Internship.
- You are eligible to take only 3 sick leave in your Internship period. Which needs to be informed to Trainer and HR.
- Post internship, if you score above 60% in the Final Test, the company will acquire you as a full-time employee by the company, and if less than 60%, your transition with company will end.
- This is to further clarify that through course of your internship period, if organization identifies certain traits and qualities then it holds the exclusive right to decide whether the employment in the organization will continue or discontinue.

You are requested to submit photocopy of below documents on the joining date of your Internship: -

- **Adhar Card**
- **Pan Card**
- **Educational certificates (from 10th till highest qualification)**
- **Photograph-2**

For Bista Solutions

BISTA SOLUTIONS PVT. LTD. MUMBAI 63.

Shefali Tambe
HR Department
Bista Solutions Pvt Ltd

I, hereby accept the offer from Bista Solutions Pvt Ltd

Patil
Priyanka S. Patil

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

69

USA Headquarters
Bista Solutions Inc.
980 Hammond Drive,
Suite 1275,
Atlanta, GA, 30305,
USA.

+1 (844) 233 0652
sales@bistasolutions.com

UAE
Bista Solutions DMCC.
P.O. Box 62604,
#1206, Indigo Icon Tower, Cluster F,
Jumeirah Lake Towers, Dubai,
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2680 Matheson Blvd,
East, Suite 102, India.
Mississauga, Ontario,L4W 0A5,
Canada

+1 (844) 233 0652
sales@bistasolutions.com

Date: 21st February 2020

Internship Offer Letter

Dear Siddhi Kunekar,

We are pleased to inform you that your candidature is shortlisted by us, after consecutive round of Interviews. You have been offered the Letter of Intent/ appointed as a **Software Intern** with Bista Solutions Pvt Ltd, 208-210, 2nd floor, Eco-Star, Vishweshwar Nagar, OffArey Road, Goregaon East, Mumbai 63.

In this connection, we are pleased to inform you that we have arranged an Internship program of 3 months, commencing from 01/07/2020, 5 days training and 8 hours a day.

You are advised to go through the official policies of our organization which governs your employment with us.

- You Shall work with our organization as an Intern for a period of 3 month.
- You are eligible for Rs. 5000 as a stipend for period of your Internship.
- You are eligible to take only 3 sick leave in your Internship period. Which needs to be informed to Trainer and HR.
- Post internship, if you score above 60% in the Final Test, the company will acquire you as a full-time employee by the company, and if less than 60%, your transition with company will end.
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You are requested to submit photocopy of below documents on the joining date of your Internship: -

- **Adhar Card**
- **Pan Card**
- **Educational certificates (from 10th till highest qualification)**
- **Photograph-2**

For Bista Solutions

BISTA SOLUTIONS PVT. LTD. MUMBAI 63.

Shefali Tambe
HR Department
Bista Solutions Pvt Ltd

Siddhi S. Kunekar

I. hereby accept the offer from Bista Solutions Pvt Ltd

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>

Re: Campus Drive 2020 - NSEIT (FINAL SELECTS - UPGRADED)

2 messages

Sudhir Sawant <ssawant@nseit.com> Fri, Sep 27, 2019 at 7:48 PM
Reply-To: Sudhir Sawant <ssawant@nseit.com>
To: stpo@rait.ac.in, tpo.dbit@dbclmumbai.org, tcet.tnp@thakureducation.org, ghanashyamphadke@gmail.com, tpo@fragnel.edu.in, rgittrg@gmail.com, ace.placements2009@gmail.com, sheetalbhatia@atharvacoe.ac.in, vidya.pujari@ves.ac.in, placement.cet@mgmmumbai.ac.in, rss_05@rediffmail.com, tpo@sce.edu.in, "placement@xavierengg.com" <placement@xavierengg.com>, "placement@fcrit.ac.in" <placement@fcrit.ac.in>, tpo@ves.ac.in, sushantgandhi@ternaengg.ac.in, tpobvcoe@gmail.com, Ltcoe.tpo@gmail.com, jayesh.dange111@gmail.com, seemak@sies.edu.in
Cc: Rashmi Nair <rashmin@nseit.com>, Vivek Vaidya <vvaidya@nseit.com>, S Sudhir Consultant <ssawant@nseit.com>

Hello Sir, Madam,

Thanks to you & your team for your support and co-operation in successfully conducting 'Campus Recruitment Drive 2020 - Upgradation Interviews' on 25Sep2019 - Wednesday and 26Sep2019 - Thursday NSEIT Office.

Please be informed that, we are going ahead with the below mentioned 12 students upgraded & found in accordance with our selection criteria.

Sr	Student Name	Upgraded	College	CTC Offered
1	HARMAN SINGH WARAICH	Yes	Ramrao Adik Institute of Technology, Nerul	Rs. 6.00 Lacs per annum
2	PRIYANKA SANTOSH PURANIK	Yes	Don Bosco Inst of Tech, Vidyavihar	Rs. 6.00 Lacs per annum
3	SUPRIYA RAMCHANDRA BHIDE	Yes	K. J. Somaiya college of Engineering and IT, Sion	Rs. 6.00 Lacs per annum
4	KHAN HUMERA	Yes	Fr. C. Rodrigues Institute of Technology, Vashi	Rs. 6.00 Lacs per annum
5	SANJEEV RAVINDRANATH HIPPURGIKAR	Yes	Fr. Conceicao Rodrigues College of Engineering, Bandra	Rs. 6.00 Lacs per annum
6	JANHAVI MAHENDRA SHINDE	Yes	Bharati Vidyapeeth College of Engineering, Kharghar	Rs. 6.00 Lacs per annum
7	RUSSEL ABREO	Yes	Don Bosco Inst of Tech, Vidyavihar	Rs. 6.00 Lacs per annum
8	ALEENA DEVASIA	Yes	Vivekanand Education Society's Institute of Tech, Chembur - ME	Rs. 6.00 Lacs per annum
9	KAPIL DEEPAK PAREKH	Yes	Atharva college of Engineering, Malad	Rs. 6.00 Lacs per annum
10	NILESH SHINDE	Yes	Vivekanand Education Society's Institute of Tech, Chembur - MCA	Rs. 6.00 Lacs per annum
11	SIMSRI VENKATESHWARRAO PANCHAL	Yes	Bharati Vidyapeeth College of Engineering, Kharghar	Rs. 6.00 Lacs per annum
12	ASHISH TIWARI	Yes	MGM College of Engineering and Technology	Rs. 6.00 Lacs per annum

Kindly acknowledge this result & get an acceptance from students latest by 30Sep2019 - Monday to proceed further.

Regards,

Sudhir Sawant

Sr. Consultant

NSE NSEIT

NSEIT Limited

Trade Globe, Ground Floor, J.B. Nagar, Andheri - Kurla Road, Andheri (E), Mumbai - 400 059, India

Board: 91-22-4254 7600 | Ext: 536 |Mobile: +91 98190 38210 | Direct: 91-22-4254 8536

Web: www.nseit.com | Email: ssawant@nseit.com

Sent from eM Client | www.emclient.com

On 9/23/2019 8:17:32 PM, "Rashmi Nair" <rashmin@nseit.com> wrote:

Hello Sir/Madam,

Please find below the list of students who have been shortlisted from the selected student list and will be undergoing another interview round for upgradation.

These students have to report to the given venue according to the time allotted to each.

Date: September 25, 2019

Venue : NSEIT Ltd, Trade Globe Building, Andheri Kurla Road, Andheri (East), Mumbai 400 059

Sr	Candidate Name	College Name	Reporting Time
1	HARMAN SINGH WARAICH	Ramrao Adik Institute of Technology, Nerul	10:00 AM
2	PRIYANKA SANTOSH PURANIK	Don Bosco Inst of Tech, Vidyavihar	10:00 AM
3	SUPRIYA RAMCHANDRA BHIDE	K. J. Somaiya college of Engineering and IT, Sion	10:00 AM
4	KHAN HUMERA	Fr. C. Rodrigues Institute of Technology, Vashi	10:00 AM
5	SANJEEV RAVINDRANATH HIPPURGIKAR	Fr. Conceicao Rodrigues College of Engineering, Bandra	10:00 AM
6	MIHIR SANTOSH SAMEL	Saraswati College of Engineering, Kharghar	10:00 AM
7	SHRAVAN SHARAD MOHITE	K. J. Somaiya college of Engineering and IT, Sion	10:00 AM

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Gmail

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>

Fwd: Selected Students Electrical - Burns & McDonnell Engineering

4 messages

Atharva Placements <ace.placements2009@gmail.com>
To: Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>, Atharva Placements <atharva.placements2009@gmail.com> Fri, Sep 20, 2019 at 10:01 A

---------- Forwarded message ---------
From: **Pardhi, Nupur T** <NTPardhi@burnsmcd.in>
Date: Fri, Sep 20, 2019, 9:14 AM
Subject: Selected Students Electrical - Burns & McDonnell Engineering
To: Atharva Placements <ace.placements2009@gmail.com>
Cc: Gupta, Aarti P <APGupta@burnsmcd.in>

Dear Sheetal ,

Greetings from Burns & McDonnell Engineering India PVT. LTD.

We are happy to announce that we have selected below mentioned students from Electrical Batch to join us as GETs for the Batch 2020.

- Nikita Dhumal (GP – OGC)
- Rahul Kuware (GP – T&D)
- Aditya Pandey (GP – ENR)

Please send the students on Monday (September 23, 2019) at 10 am at our office to collect the offer letter.

Heartiest Congratulations to Students and Placement team.

Thanks & Regards,

Nupur Pardhi

Human Resources

Board Line No: +91 22 2519 6600

A screenshot of a cell phone Description automatically generated

4 attachments



image001.png
147K



image003.png
7K



image005.jpg
23K

image001.png

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Gmail

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>

Seclore :: Revised Offer Letter :: Abhishek Mingal

3 messages

Nisha Joshi <nisha.joshi@seclore.com> Thu, Jun 11, 2020 at 1:16 PM
To: "abhishekmingal658@gmail.com" <abhishekmingal658@gmail.com>
Cc: "sheetalbhatia@atharvacoe.ac.in" <sheetalbhatia@atharvacoe.ac.in>, Shraddha Reghe <shraddha.reghe@seclore.com>

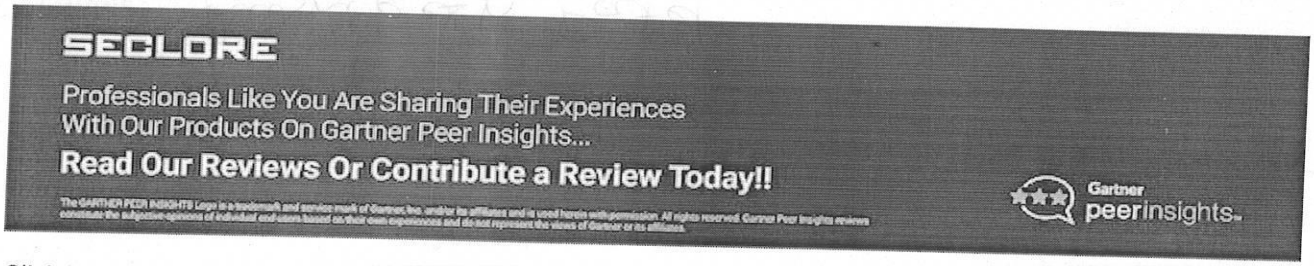
Hi Abhishek,

As discussed, we are all aware of the current situation. The pandemic has had a drastic effect on all the businesses, also the economy is posing challenges for everyone. We need to be financially responsible and proactive.

This is an extremely tough decision however, please know that we considered several other alternatives, and the choice we made is the best option at this time and will have the least impact on our employees overall.
We believe the outcome from this measure will better position the company for a solid financial future.

Kindly find attached the revised offer letter for your information. Request you to send an acknowledgement.

--
Regards,
Nisha Joshi
Asst. Manager - Talent Acquisition
Seclore Technology
Tel - 91-022-6130 4200 / 6143 4800
Ext : 303
@ - nisha.joshi@seclore.com
W - www.seclore.com



Click Here to Read Reviews or Contribute a Review

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Abhishek Mingal.pdf

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

21K

DJ Sanghvi.xlsx
92K

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com> Mon, Sep 30, 2019 at 11:39 AM

Thanks & Regards,

SHEETAL BHATIA
9930929231
HEAD Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

[Quoted text hidden]

2 attachments

Atharva.xlsx
21K

DJ Sanghvi.xlsx
92K

Richa.Rokade@ril.com <Richa.Rokade@ril.com>
To: rajendra.khavekar@djsce.ac.in Thu, Oct 3, 2019 at 12:34 PM
Cc: Vartika.Chawla@ril.com, Ruchi.Shetty@ril.com, Aditya.Dixit@ril.com, Krishna.Karanth@ril.com, sheetalbhatia@atharvacoe.ac.in, Nilesh.Mahajan@ril.com

Dear Sir,

Greetings from **Reliance Jio Infocomm Limited!**

Below listed is the count of students selected on **01.10.2019** at DJ Sanghvi **Pool Campus Drive.**

College Name	Count of Students selected
DJ Sanghvi College of Engineering	08
Atharva College of Engineering	01
Grand Total	**09**

PFA for detailed list of students selected.

Joining process will be directly informed to the students through email.

Thanks & Regards,

Richa Rokade

Reliance Jio Infocomm Limited

[Quoted text hidden]
[Quoted text hidden]

Selected@DJSanghvi_Reliance_Jio.xlsx
14K

Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
To: Atharva Placements <ace.placements2009@gmail.com>, Atharva Placements <atharva.placements2009@gmail.com> Thu, Oct 3, 2019 at 12:37 PM

Thanks & Regards,

SHEETAL BHATIA
9930929231
HEAD Training and Placement Manager

Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 133

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Gmail

sheetal bhatia <sheetal01bhatia@gmail.com>

Fwd: Selected students as Software Engineer

1 message

Atharva Placements <atharva.placements2009@gmail.com> Wed, Oct 9, 2019 at 4:50 PM
To: Atharva Placements <ace.placements2009@gmail.com>, sheetal bhatia <sheetal01bhatia@gmail.com>

BACK

Regards,
Bhumika Jagani,
Training & Placement Department
Atharva College of Engineering.

Tel: L : 022 - 40294949. Ext - 234

---------- Forwarded message ---------
From: **Veena Nikharge** <veena.nikharge@zeuslearning.com>
Date: Wed, Oct 9, 2019 at 4:40 PM
Subject: RE: Selected students as Software Engineer
To: <atharva.placements2009@gmail.com>

Hi,

Siddhant chogle has not selected , only **Kiran Patil** is selected.

Thanks,

Veena

From: Veena Nikharge [mailto:veena.nikharge@zeuslearning.com]
Sent: Wednesday, October 9, 2019 4:34 PM
To: atharva.placements2009@gmail.com
Cc: Minal Chodankar
Subject: Selected students as Software Engineer

Dear Sir,

We have selected the below students from your college for the post of **Software Engineer** with the package of 5.5 lakh per annum

1. Kiran Patil
2. Siddhant Chogle

e will be mailing you the offer letter within next 2days. Please acknowledge acceptance of the offers.

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MUMBAI

ATHARVA EDUCATIONAL TRUST'S

ATHARVA COLLEGE OF ENGINEERING

(Approved by AICTE, Recognized by Government of Maharashtra
& Affiliated to University of Mumbai - Estd. 1999 - 2000)
ISO 2100:2018 ISO 14001:2015 ISO 9001:2015
NAAC Accredited

Academic Year

2020-21 Placement & Higher Education Proof

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ZEUS LEARNING
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OFFER LETTER

Date: 11th January 2021

Sub: Your appointment as a **Software Engineer** (**"Offer Letter"**)

Dear Vaibhav Lakhotia,

We, **Zeus Systems Private Limited** (**"Company"**), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st June 2021** (**"Effective Date"**).

Roles and Functions

You shall be appointed for the designation of **Software Engineer** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 575,000/- (Rupees Five lacs Seventy five thousand only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

Variable bonus and increment shall be given annually at the sole discretion of the management of the Company. The increment amount will be evaluated on performance standards of the Company and feedback from the reporting manager. Other broad terms and conditions shall be contained in the Appointment Letter which would be binding on you.

Probationary Period

Your employment shall be subject to an initial probationary period of 3 (three) months (**"Probationary Period"**). The Company may at its sole discretion extend or reduce this Probationary Period.

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganapatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013, although you may be required to perform your duties and travel at other locations from time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by

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SCHEDULE 1

The Breakup of your compensation is as follows:

Components of Salary	(Figures in INR/ per annum)
Basic	171,432.00
HRA	102,864.00
Conveyance Allowance	19,200.00
Special Allowance	214,308.00
Company PF Contribution	22,968.00
Total	**530,772.00**
Annual Discretionary Bonus	44,231.00
Gross Annual Compensation	**575,003.00**

In addition to the above, you (and your dependents) shall also be covered under the Group Medical Insurance Policy of the Company. The policy is up to an annual limit of Rs. 5,00,000/- (Rupees Five Lakhs only) subject to the terms and conditions of the insurance provider.

Sincerely yours,
For and on behalf of **Zeus Systems Private Limited**

Minal Chodankar
Director-Admin

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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MUMBAI

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Sincerely yours,
For and on behalf of **Zeus Systems Private Limited**

Minal Chodankar
Director-Admin

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
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E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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ZEUS LEARNING
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OFFER LETTER

Date: 11th January 2021

Sub: Your appointment as a **Software Engineer** (**"Offer Letter"**)

Dear Siddhant Jaiswal,

We, **Zeus Systems Private Limited** (**"Company"**), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st June 2021** (**"Effective Date"**).

Roles and Functions

You shall be appointed for the designation of **Software Engineer** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 575,000/- (Rupees Five lacs Seventy five thousand only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

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Probationary Period

Your employment shall be subject to an initial probationary period of 3 (three) months (**"Probationary Period"**). The Company may at its sole discretion extend or reduce this Probationary Period.

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganapatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013, although you may be required to perform your duties and travel at other locations from time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by

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MUMBAI

ZEUS LEARNING
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Gross Annual Compensation	**575,003.00**

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Sincerely yours,
For and on behalf of **Zeus Systems Private Limited**

Minal Chodankar
Director-Admin

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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MUMBAI

MITR Learning & Media

MITR Learning & Media Pvt Ltd
www.mitrmedia.com

"We welcome you to our innovative and dynamic team"

June 22, 2021

OFFER LETTER

Dear **Nilesh Walanj**,

Welcome to Mitr Learning and Media Pvt. Ltd.

We are eager to have you as part of our team and foresee your skills as a valuable contribution to our company and clients. We are therefore pleased to offer you the position of **Graduate Engineer Trainee (GET)** with Mitr Learning And Media Pvt. Ltd. The date of commencement of the training will be **June 28, 2021**. We would like to hear your reply wrt your decision on this offer by **EOD June 23, 2021**, failing which the offer will stand revoked.

As a GET you will be entitled for remuneration of **Rs.20,000/-** per month for the first three months. After successful completion of these three months, your remuneration will be **Rs.30,000/-** per month for the next nine months. On successful completion of these twelve months, your remuneration of **Rs.35,000/-** per month, till the end of your agreement duration.

Please note that company is making significant investment on training and this remuneration is to cover any expense of personal nature you may have to incur. Since the investment done by MITR in terms of time and money will be significant, you will be required to sign "Training Agreement" to avail this training.

You shall receive your payment by 7th of every month. Leave and other company policies will be made available to you at time of joining. Your signing this Offer Letter confirms your acceptance that you would be joining Mitr Learning And Media Pvt. Ltd. on the given date. We look forward to working with you.

Sincerely,

For Mitr Learning & Media Pvt. Ltd.,

Rodrigues

Human Resources

615,616 & 617, A- Wing, Sagar Tech Plaza,
Sakinaka, Andheri (East),
Mumbai 400 072

P:022 40158739
E:info@mitrmedia.com
CIN No. U92000MH2011PTC219018

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MITR Learning & Media

MITR Learning & Media Pvt Ltd
www.mitrmedia.com

June 22, 2021

SALARY STRUCTURE

Name: Nilesh Walanj

Designation: Graduate Engineer Trainee (GET)

Joining Date: June 28, 2021

Effective Date: June 28, 2021

Salary Package	Monthly	Annually
Basic	15,100	181,200
HRA	3,300	39,600
City Compensatory Allowance	1,600	19,200
PF Employer's Contribution	-	-
Total Salary	**20,000**	**240,000**

For **Mitr Learning & Media Pvt. Ltd.,**

Rodrigues

Human Resources

615,616 & 617, A- Wing, Sagar Tech Plaza,
Sakinaka, Andheri (East),

P:022 40158739
E:info@mitrmedia.com

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Rudder Analytics Private Limited,
303, Deron Heights,
Baner Road, Baner,
Pune – 411045, Maharashtra

Private & Confidential

28th June 2021

OFFER LETTER

Dear Amol Ajgaonkar,

Subsequent to the meetings you had with us, we are pleased to make an offer of employment to you as **Associate Analyst (A1)**.

Your starting annual cost to company (CTC) will be **INR 4,00,000 /- (INR Four Lakh Only)** per annum post confirmation. This includes a performance-linked Variable Pay of INR 40,000. This Variable Pay Component will be payable based on your performance and overall company performance, and that you being on the rolls of the company at the date of disbursement.

You will be on a probation for a period of six months from the date of joining, which is liable for extension at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. The compensation during the probation period would be INR 18,000/- (INR Eighteen Thousand Only) per month.

Either party can terminate this employment agreement by providing a notice period of 90 days to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the Company. The notice period shall be of 30 days during the probation period.

This offer is subject to your satisfactory background verification. Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

A compulsory online training program will be rolled out after your acceptance of the offer, and this program will run in parallel with your current academic schedule. Considering your academic commitments, ample time will be provided for completion of the program. Successful completion of the program is a pre-requisite for joining the company, and any negligence or non-compliance with instructions regarding the training, may result in cancellation of the offer extended to you.

You are requested to confirm the receipt and acceptance of your offer in writing, failing which the offer extended to you, stands cancelled. Your initial place of work shall be at our **Pune office** and your date of joining will be informed to you in due time. In case of temporary work-from-home situation, you will be informed accordingly.

The components of your salary are provided in Annexure - A and would be governed by the company policy.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual admiration.

Warm regards,
Human Resources - Rudder Analytics

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Rudder Analytics Private Limited,
303, Deron Heights,
Baner Road, Baner,
Pune – 411045, Maharashtra

Annexure - A

Name: Amol Ajgaonkar
Designation: Associate Analyst(A1)
Location: Pune
Date of Joining: TBD

	Per Month (INR)	Annual (INR)
Basic	11,667	1,40,004
Housing Rent Allowance	4,667	56,004
Leave Travel Allowance	2,000	24,000
Other Allowance	9,323	1,11,871
Total Fixed Pay (A)	**27,657**	**3,31,879**
Variable Pay (B)		**40,000**
Cost to Company (A+B)	**27,657**	**3,71,879**
Benefits:		
Employer Contribution to PF	1,400	16,800
Gratuity	561	6,732
Employer Contribution to ESI	-	-
Medical Insurance	382	4,589
Total Benefits (C)	**2,343**	**28,121**
Total Cost to Company (A+B+C)	**30,000**	**4,00,000**

NOTES:
Variable Pay: Variable Pay specified in the CTC is at a 100% payout amount. Variable Pay is linked to employee performance and the Company performance and is paid out on a pro-rata basis on completion of annual performance review. Employee will be eligible for the variable pay after completing a minimum 6 months of service from the date of employment confirmation and on being an active employee and not on the notice period at the date of disbursement.
Probation: Employee will be deemed to be on probation in the services of the Company until confirmed in writing. The initial period of probation is six months from the date of joining, which may be extended by the management at its sole discretion.
Appraisal Eligibility: Employee will be eligible for appraisal after serving for a minimum six months period after employment confirmation.
Medical Insurance: Employee will be eligible to be covered under the existing group insurance of the Company.
Gratuity: Gratuity shall apply as per the 'Gratuity Act 1972'.

Company reserves right to modify the salary structure from time to time at its sole discretion.

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APPOINTMENT LETTER

May 18, 2021

Dear Harshal Gore

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended

c. The retirement age is 58 years

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company

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

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

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

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OFFER LETTER

Date: 18th August 2021

DISHANK HANWATE

Sub: Your appointment as a **Software Engineer** ("**Offer Letter**")

Dear **Dishank**,

We, **Zeus Systems Private Limited** ("**Company**"), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st June 2022** ("**Effective Date**").

Roles and Functions

You shall be appointed for the designation of **Software Engineer** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 600,000/- (Rupees Six lacs only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

Variable bonus and increment shall be given annually at the sole discretion of the management of the Company. The increment amount will be evaluated on performance standards of the Company and feedback from the reporting manager. Other broad terms and conditions shall be contained in the Appointment Letter which would be binding on you.

Probationary Period

Your employment shall be subject to an initial probationary period of 3 (Three) month (**"Probationary Period**"). The Company may at its sole discretion extend or reduce this Probationary Period.

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganapatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013, although you may be required to perform your duties and travel at other locations from

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time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by the Company except as stated under Clause of Remuneration and Variable Pay and **SCHEDULE 1** of this Offer Letter.

Hours of Work and Leaves

Your official working days will be from Monday to Friday, and you shall be expected to work for a period of 8 (eight) hours in a day, exclusive of permitted breaks in a day. The Employee shall abide by the leave policies as enumerated under the Leave Policy of the Company including any modifications or amendments thereof.

Non-Compete and Non-Solicit

The Employee understands and agrees to abide by all the non-compete and non-solicit obligations as detailed in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Confidentiality

The Employee understands that during the term of this Offer Letter and in performance of his job duties for the Company, the Employee will be exposed to Company's and its client's information which is confidential in nature. The Employee understands that such confidential information is critical to the Company. The Employee shall abide by all his obligations to maintain the confidentiality and security of such information as enumerated in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Termination

This Offer Letter may be terminated by either the Company or the Employee without assigning any reason by giving 15 days prior written notice to the other party.

Covenants and Warranties

a) During your employment with the Company, you shall observe and comply with all applicable rules, regulations and policies of the Company, in force for the time being and from time to time.

b) Prior to onboarding the Company, you shall furnish the following documents at the first day of your joining the Company:
- Copy of certificates/ mark sheets in support of your qualifications and other certificates, if any;
- Copy of relieving letter/ last drawn salary slip from your previous employers;
- Copy of government identities; and
- 5 latest passport size photographs.

c) Other detailed terms and conditions of your appointment with the Company shall be as enumerated under the Appointment Letter and shall, inter alia, contain the below

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mentioned provisions: (i) Your duties towards the Company, (ii) Business Protection Agreement; and (iii) termination.

You are requested to indicate your acceptance of the terms contained herein by signing/ executing and returning a copy to the Company.

Sincerely yours,
For and on behalf of **Zeus Systems Private Limited**
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.

Authorised Signatory

Minal Chodankar
Director-Admin

I have received a copy of this Offer Letter and have read and understood the above terms and conditions of employment and the implication thereof I hereby accept the aforesaid terms and conditions and agree to abide by the same.

DISHANK HANWATE
18th August 2021

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai,400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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SCHEDULE 1

The Breakup of your compensation is as follows:

Components of Salary	(Figures in INR/ per annum)
Basic	179,160.00
HRA	107,496.00
Conveyance Allowance	19,200.00
Special Allowance	223,992.00
Company PF Contribution	24,000.00
Total	553,848.00
Annual Discretionary Bonus	46,152.00
Gross Annual Compensation	**600,000.00**

In addition to the above, you (and your dependents) shall also be covered under the Group Medical Insurance Policy of the Company. The policy is up to an annual limit of Rs. 5,00,000/- (Rupees Five Lakhs only) subject to the terms and conditions of the insurance provider.

For and on behalf of **Zeus Systems Private Limited**
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.
Authorised Signatory

Minal Chodankar
Director-Admin
18th August 2021

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OFFER LETTER

Date: 18th August 2021

JINTAL ROY

Sub: Your appointment as a **Software Engineer** ("**Offer Letter**")

Dear **Jintal**,

We, **Zeus Systems Private Limited** ("**Company**"), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st June 2022** ("**Effective Date**").

Roles and Functions

You shall be appointed for the designation of **Software Engineer** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 600,000/- (Rupees Six lacs only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

Variable bonus and increment shall be given annually at the sole discretion of the management of the Company. The increment amount will be evaluated on performance standards of the Company and feedback from the reporting manager. Other broad terms and conditions shall be contained in the Appointment Letter which would be binding on you.

Probationary Period

Your employment shall be subject to an initial probationary period of 3 (Three) month (**"Probationary Period**"). The Company may at its sole discretion extend or reduce this Probationary Period.

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganapatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013, although you may be required to perform your duties and travel at other locations from

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time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by the Company except as stated under Clause of Remuneration and Variable Pay and **SCHEDULE 1** of this Offer Letter.

Hours of Work and Leaves

Your official working days will be from Monday to Friday, and you shall be expected to work for a period of 8 (eight) hours in a day, exclusive of permitted breaks in a day. The Employee shall abide by the leave policies as enumerated under the Leave Policy of the Company including any modifications or amendments thereof.

Non-Compete and Non-Solicit

The Employee understands and agrees to abide by all the non-compete and non-solicit obligations as detailed in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Confidentiality

The Employee understands that during the term of this Offer Letter and in performance of his job duties for the Company, the Employee will be exposed to Company's and its client's information which is confidential in nature. The Employee understands that such confidential information is critical to the Company. The Employee shall abide by all his obligations to maintain the confidentiality and security of such information as enumerated in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Termination

This Offer Letter may be terminated by either the Company or the Employee without assigning any reason by giving 15 days prior written notice to the other party.

Covenants and Warranties

a) During your employment with the Company, you shall observe and comply with all applicable rules, regulations and policies of the Company, in force for the time being and from time to time.

b) Prior to onboarding the Company, you shall furnish the following documents at the first day of your joining the Company:
- Copy of certificates/ mark sheets in support of your qualifications and other certificates, if any;
- Copy of relieving letter/ last drawn salary slip from your previous employers;
- Copy of government identities; and
- 5 latest passport size photographs.

c) Other detailed terms and conditions of your appointment with the Company shall be as enumerated under the Appointment Letter and shall, inter alia, contain the below

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mentioned provisions: (i) Your duties towards the Company, (ii) Business Protection Agreement; and (iii) termination.

You are requested to indicate your acceptance of the terms contained herein by signing/ executing and returning a copy to the Company.

Sincerely yours,
For and on behalf of **Zeus Systems Private Limited**
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.

Authorised Signatory

Minal Chodankar
Director-Admin

I have received a copy of this Offer Letter and have read and understood the above terms and conditions of employment and the implication thereof I hereby accept the aforesaid terms and conditions and agree to abide by the same.

JINTAL ROY
18th August 2021

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai-400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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SCHEDULE 1

The Breakup of your compensation is as follows:

Components of Salary	(Figures in INR/ per annum)
Basic	179,160.00
HRA	107,496.00
Conveyance Allowance	19,200.00
Special Allowance	223,992.00
Company PF Contribution	24,000.00
Total	553,848.00
Annual Discretionary Bonus	46,152.00
Gross Annual Compensation	**600,000.00**

In addition to the above, you (and your dependents) shall also be covered under the Group Medical Insurance Policy of the Company. The policy is up to an annual limit of Rs. 5,00,000/- (Rupees Five Lakhs only) subject to the terms and conditions of the insurance provider.

For and on behalf of **Zeus Systems Private Limited**
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.
Authorised Signatory

Minal Chodankar
Director-Admin
18th August 2021

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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OFFER LETTER

Date: 24th August 2021

DIVYANGNA KUMARI SINHA

Sub: Your appointment as a **Instructional Design Analyst/ EdTech User Experience Design Analyst**("**Offer Letter**")

Dear **DIVYANGNA**,

We, **Zeus Systems Private Limited** ("**Company**"), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st June 2022** ("**Effective Date**").

Roles and Functions

You shall be appointed for the designation of **Instructional Design Analyst/ EdTech User Experience Design Analyst** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 550,000/- (Rupees Five lacs fifty thousand only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

Variable bonus and increment shall be given annually at the sole discretion of the management of the Company. The increment amount will be evaluated on performance standards of the Company and feedback from the reporting manager. Other broad terms and conditions shall be contained in the Appointment Letter which would be binding on you.

Probationary Period

Your employment shall be subject to an initial probationary period of 3 (Three) month (**"Probationary Period**"). The Company may at its sole discretion extend or reduce this Probationary Period.

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganapatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-

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400013, although you may be required to perform your duties and travel at other locations from time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by the Company except as stated under Clause of Remuneration and Variable Pay and **SCHEDULE 1** of this Offer Letter.

Hours of Work and Leaves

Your official working days will be from Monday to Friday, and you shall be expected to work for a period of 8 (eight) hours in a day, exclusive of permitted breaks in a day. The Employee shall abide by the leave policies as enumerated under the Leave Policy of the Company including any modifications or amendments thereof.

Non-Compete and Non-Solicit

The Employee understands and agrees to abide by all the non-compete and non-solicit obligations as detailed in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Confidentiality

The Employee understands that during the term of this Offer Letter and in performance of his job duties for the Company, the Employee will be exposed to Company's and its client's information which is confidential in nature. The Employee understands that such confidential information is critical to the Company. The Employee shall abide by all his obligations to maintain the confidentiality and security of such information as enumerated in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Termination

This Offer Letter may be terminated by either the Company or the Employee without assigning any reason by giving 15 days prior written notice to the other party.

Covenants and Warranties

a) During your employment with the Company, you shall observe and comply with all applicable rules, regulations and policies of the Company, in force for the time being and from time to time.

b) Prior to onboarding the Company, you shall furnish the following documents at the first day of your joining the Company:
   - Copy of certificates/ mark sheets in support of your qualifications and other certificates, if any;
   - Copy of relieving letter/ last drawn salary slip from your previous employers;
   - Copy of government identities; and
   - 5 latest passport size photographs.

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c) Other detailed terms and conditions of your appointment with the Company shall be as enumerated under the Appointment Letter and shall, inter alia, contain the below mentioned provisions: (i) Your duties towards the Company, (ii) Business Protection Agreement; and (iii) termination.

You are requested to indicate your acceptance of the terms contained herein by signing/ executing and returning a copy to the Company.

Sincerely yours,
For and on behalf of **Zeus Systems Private Limited**
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.

Authorised Signatory

Minal Chodankar
Director-Admin

I have received a copy of this Offer Letter and have read and understood the above terms and conditions of employment and the implication thereof I hereby accept the aforesaid terms and conditions and agree to abide by the same.

DIVYANGNA KUMARI SINHA
24th August 2021

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

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SCHEDULE 1

The Breakup of your compensation is as follows:

Components of Salary	(Figures in INR/ per annum)
Basic	165,852.00
HRA	99,516.00
Conveyance Allowance	19,200.00
Special Allowance	200,904.00
Company PF Contribution	22,224.00
Total	**507,696.00**
Annual Discretionary Bonus	42,304.00
Gross Annual Compensation	**550,000.00**

In addition to the above, you (and your dependents) shall also be covered under the Group Medical Insurance Policy of the Company. The policy is up to an annual limit of Rs. 5,00,000/- (Rupees Five Lakhs only) subject to the terms and conditions of the insurance provider.

For and on behalf of **Zeus Systems Private Limited**
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.

Authorised Signatory

Minal Chodankar
Director-Admin
24th August 2021

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ACTY SYSTEM

To,
Mr. Vishal Vishwakarma,
vishwakarmavishal1999@gmail.com

Date: 21st September, 2021

Subject: Offer Letter

Dear Mr. Vishal Vishwakarma,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Programmer"** in our organization.

We expect you to join on 01st June, 2022 Wednesday, at Mumbai location. (Office Address) **Mumbai Office-** Acty System India Pvt.Ltd A-602, Lotus Corporate Park, Graham firth Steel compound, Off western express highway, Goregaon(east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 3, 65,000 p.a. After 6 months on confirmation, bonus part would be added in your CTC and will be calculated on pro- rata basis. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2023.

The above offer is valid only till 23rd September, 2021.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Incase of any kind of communication kindly contact to below contact details:
Following are our contact details:
Email Id: asi-hr@acty-sys.co.in

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President – Corporate Head)

(Candidate's Signature

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

ACTY SYSTEM

General Instructions: Rules & Regulations

1. In general, working time shall be from 09.00 AM to 6:00 PM, but sign-out time may vary depending on Project Work.

2. Employee must be at the place of work by the fixed / notified time, a trainee who reaches the office after the starting time but within 15 minutes of the fixed / notified starting time may be allowed to perform his / her duties. If in case he/she is not able to do so he must inform this to his/her reporting authority with valid reason.

3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.

4. Stipend/Salary will be paid by the 6th of every month.

5. ~~*The Employee has to pay security deposit of Rs.60,000/- in the form of DD (Demand draft) in the name of Acty System India Pvt. Ltd at the time of joining the company for the period of 2 years and the same Rs.60,000 will be refunded by the Company (without any interest in the actual amount) to the employee after completion of successfully 2 years of service with the company. This security deposit amount of Rs.60,000/- will not be returned back by the company in case the employee discontinue his/her service before the completion of 2 years from the date of joining. In case of Poor performance, company may relieve employee and company may return security deposit as per case, Management will take final decision as per employee's performance.~~

6. ***Regarding Security Deposit bond amount of Rs 60,000/- the Employee does not have to pay Rs. 60,000/-(for period of 2 years) at the time of joining, But If the employee leaves the company without completing two years of service with the company, then the employee need to pay the security deposit amount of Rs 60,000/-, If the employee does not pay the security deposit amount of Rs 60,000/- then company will not issue the relieving letter and experience letter to the employee.**

7. Everybody will swipe their Login time and Logout time through their proximity card whenever they will go out of office during working hours.

8. Every one shall take a 1hour lunch break between 12.00 pm to 1.00 pm in the designated area away from their workstations and the tea – break will be between 4.00 pm to 4.10 pm.

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9. All employees will keep their cell/mobile phones on vibration mode and will not talk more than 10 minutes during working hours except in case of any emergency. For making calls using the mobile or for attending incoming calls one must use the Open Area for the same. Make sure that the other employees are not disturbed by you while doing so. If found guilty of doing so disciplinary action shall be taken against the concerned employee.

10. All the employees are required to report to his/her Team Leader about their work status, who in turn will report to their project manager.

11. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.

12. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

13. Nobody will leave the Office premises without approval taken from their Project Manager even if his/her office hour ends.

14. If any of the employees are going out of office during regular hours for more than 10 minutes (for lunch, personal work, tea, etc...) then they have to take an approval for the same from their superiors.

15. Using Company equipment for purposes other than business (i.e. playing games on computers or more personal Internet usage like surfing and chatting) may result in disciplinary action. (Like warning letter, penalty in terms of finance or more)

16. All the communications must be made through their official mails while in office premises.

17. ASI properly allocates every employee considering his or her knowledge, experience, work performance and performance record etc. Due to work commitments, ASI shall send their employees to affiliate or send them to modify the work carried in the work place or where business is being carried out. The employees cannot refuse for carrying out this work unless there is some valid reason.

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Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: _____

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

ACTY SYSTEM

To,
Mr. Sudhanshu Parab,
sudhanshup26122000@gmail.com

Date: 22nd September, 2021

Subject: Offer Letter

Dear Mr. Sudhanshu Parab,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Programmer"** in our organization.

We expect you to join on 01st June, 2022 Wednesday, at Mumbai location. (Office Address) **Mumbai Office-** Acty System India Pvt.Ltd A-602, Lotus Corporate Park, Graham firth Steel compound, Off western express highway, Goregaon(east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 3, 65,000 p.a. After 6 months on confirmation, bonus part would be added in your CTC and will be calculated on pro- rata basis. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2023.

The above offer is valid only till 25th September, 2021.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Incase of any kind of communication kindly contact to below contact details:
Following are our contact details:
Email Id: asi-hr@acty-sys.co.in

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President & CFO)

(Candidate's Signature

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ACTY SYSTEM

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3. Your training period will be for 6 months during which you will be eligible for the holidays specified in the company calendar. Otherwise, the work will go on in 5 days a week pattern.

4. Stipend/Salary will be paid by the 6th of every month.

5. ***If an employee leaves the company without completing two years of services, then the company will not issue the relieving letter and experience letter to the employee, Employees will only be issued relieving letters and experience letters, if they pay Rs. 60,000 for training charges incurred by the company.**

6. Everybody will swipe their Login time and Logout time through their proximity card whenever they will go out of office during working hours.

7. Every one shall take a 1hour lunch break between 12.00 pm to 1.00 pm in the designated area away from their workstations and the tea – break will be between 4.00 pm to 4.10 pm.

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9. All the employees are required to report to his/her Team Leader about their work status, who in turn will report to their project manager.

10. After completion of the day's work, you are required to update your Team Leader of the same and its Leaders responsibility that same should be updated with Project Manager immediately.

11. Further, an employee coming late to work or found absent from his station / place of work during working hours, without sufficient reasons

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or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

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Disciplinary Actions which may be taken:

- Verbal warning
- Written warning
- Deduction from their Paid leaves
- Suspension and
- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: _____

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MUMBAI

ACTY SYSTEM

To,
Ms. Bhakti Budar ,
budarbhakti@gmail.com

Date: 22nd September, 2021

Subject: Offer Letter

Dear Ms. Bhakti Budar,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of **"Programmer"** in our organization.

We expect you to join on 01st June, 2022 Wednesday, at Mumbai location. (Office Address) **Mumbai Office-** Acty System India Pvt.Ltd A-602, Lotus Corporate Park, Graham firth Steel compound, Off western express highway, Goregaon(east), Mumbai 400063

A detailed letter of appointment will be issued on joining after submission of the following:

- Copies of your testimonials pertaining to proof of Age, Qualification, etc.
- Recent passport size photographs (5 nos.).
- Photo identity proof and address proof.
- And any other information, which you feel, should be furnished to your employer.

We are pleased to offer you CTC of Rs. 3, 65,000 p.a. After 6 months on confirmation, bonus part would be added in your CTC and will be calculated on pro- rata basis. Increment is done once in a year but to bring you in to increment cycle, your first increment will be done effective from April, 2023.

The above offer is valid only till 25th September, 2021.

Depending on your performance, you may get confirmation letter after 6 months from your date of joining

We look forward to a mutually beneficial association.

Incase of any kind of communication kindly contact to below contact details:
Following are our contact details:
Email Id: asi-hr@acty-sys.co.in

Yours sincerely,
For **Acty System India Pvt. Ltd.**

Tarun Shah
(Authorised Signatory)
(Vice President & CFO)

(Candidate's Signature

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or without authorization from his / her Supervisors, the competent authority may, at its discretion, also take suitable disciplinary action against the trainee concerned. In such case, the decision of the competent authority would be binding to the candidate without any question and the candidate would have to report to HR Manager or Director for such dispute.

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- Written warning
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- Termination also if required.

Your signature on this document will serve to signify your acceptance of the terms and conditions contained herein.

Signature & Date: _____

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MITR Learning & Media

MITR Learning & Media Pvt Ltd
www.mitrmedia.com

"We welcome you to our innovative and dynamic team"

June 22, 2021

OFFER LETTER

Dear **Nilesh Walanj**,

Welcome to Mitr Learning and Media Pvt. Ltd.

We are eager to have you as part of our team and foresee your skills as a valuable contribution to our company and clients. We are therefore pleased to offer you the position of **Graduate Engineer Trainee (GET)** with Mitr Learning And Media Pvt. Ltd. The date of commencement of the training will be **June 28, 2021**. We would like to hear your reply wrt your decision on this offer by **EOD June 23, 2021**, failing which the offer will stand revoked.

As a GET you will be entitled for remuneration of **Rs.20,000/-** per month for the first three months. After successful completion of these three months, your remuneration will be **Rs.30,000/-** per month for the next nine months. On successful completion of these twelve months, your remuneration of **Rs.35,000/-** per month, till the end of your agreement duration.

Please note that company is making significant investment on training and this remuneration is to cover any expense of personal nature you may have to incur. Since the investment done by MITR in terms of time and money will be significant, you will be required to sign "Training Agreement" to avail this training.

You shall receive your payment by 7th of every month. Leave and other company policies will be made available to you at time of joining. Your signing this Offer Letter confirms your acceptance that you would be joining Mitr Learning And Media Pvt. Ltd. on the given date. We look forward to working with you.

Sincerely,

For Mitr Learning & Media Pvt. Ltd.,

Rodrigues

Human Resources

615,616 & 617, A- Wing, Sagar Tech Plaza,
Sakinaka, Andheri (East),

P:022 40158739
E:info@mitrmedia.com

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MITR Learning & Media

MITR Learning & Media Pvt Ltd
www.mitrmedia.com

June 22, 2021

SALARY STRUCTURE

Name: Nilesh Walanj

Designation: Graduate Engineer Trainee (GET)

Joining Date: June 28, 2021

Effective Date: June 28, 2021

Salary Package	Monthly	Annually
Basic	15,100	181,200
HRA	3,300	39,600
City Compensatory Allowance	1,600	19,200
PF Employer's Contribution	-	-
Total Salary	**20,000**	**240,000**

For **Mitr Learning & Media Pvt. Ltd.,**

Rodrigues

Human Resources

615,616 & 617, A- Wing, Sagar Tech Plaza,
Sakinaka, Andheri (East),

P:022 40158739
E:info@mitrmedia.com

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A Merkle Company

Ms. Vishakha Ashok Chandgude

Letter of Intent

Dear Vishakha,

With reference to your application and the subsequent interview you had with us, we confirm our intent to offer you a position of **Management Trainee – Survey Analytics** at our **Mumbai** office on the following terms:

Salary: Your Total Compensation will be **₹ 5,50,000/- (Rupees Five Lakh(s) Fifty Thousand Only)** per annum.

The detailed break-up of this compensation is specified in Annexure I.

Joining date: As discussed and agreed, you will join not later than **20-July-2021.**

Probation Period: You will be on probation for a period of one year from your date of joining the company.

Training Period: During the Probation period, if required, you will be provided job-skill training related to your function. All such training(s) will be evaluated on a periodic basis and the feedback/result will be shared as appropriate. In the event your evaluation results are not satisfactory; the company reserves the right to terminate your services with immediate effect.

Validity of the offer: This offer is valid till receipt of satisfactory responses/feedback during reference and background checks made with your previous employer(s) and is subject to

1. Your acceptance of this offer within one week of receiving it and
2. Your joining on or before **20-July-2021.**However, the Company may extend your last date of joining.

A detailed Appointment Letter will be issued to you separately.

Submission of Documents: As part of your joining formalities, you are required to submit the following documents on your date of joining:

1. Copy of SSC, HSC, Graduation and Post-Graduation marksheets & degree certificates
2. Copy of relieving letter/experience certificate/accepted copy of resignation letter from your previous employer, if applicable
3. Copy of last three months' salary slips from your previous employer, if applicable
4. Copy of your PAN Card and Aadhar Card (mandatory)
5. Copy of Residence proof (Aadhar card, Driving License, Leave & License Agreement, Ration Card orPassport)
6. Four passport size photographs in white background

Please sign a copy of this letter as a token of your acceptance. We look forward to having you as a member of the growing family of Ugamites.

Thanking you.

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A Merkle Company

Ugam Solutions Pvt. Ltd.

Name	Vishakha Ashok Chandgude
Designation	Management Trainee
With effect from	20-July-2021.

Annexure I: Salary Structure (in ₹)

Salary Heads	Per Month	Per Annum
Fixed Components (FC)	**37,348**	**4,48,179**
Basic Salary	22,917	2,75,000
HRA	8,021	96,250
Special Allowance	6,411	76,929
Bonus (B) +	**4,583**	**55,000**
Gross Salary (G)	41,932	5,03,179
Retirals & Mediclaim (RM)	**1,800**	**46,821**
Co. Contribution to PF	1,800	21,600
Gratuity ++	-	13,221
Mediclaim Premium +++	-	12,000
Total Compensation (G + RM)	43,732	5,50,000
Take Home Before Tax (G - PF)	40,132	4,81,579

+++ Insurances

1. Group Mediclaim of ₹ 300000/- for Employee + 5 Dependents
2. Group Personal Accidental death coverage of ₹ 8 Lakhs or 2 times your Total Compensation, whichever is higher
3. Group Term Life insurance coverage of ₹ 8 Lakhs or 1.5 times your Total Compensation, whichever is higher

+ Includes any bonus payable as per the 'Payment of Bonus Act'

++ Payable as per the 'Payment of Gratuity Act''

Additional Night Shift & Food Allowance of ₹ 250/- for every night shift worked

^ Performance Based Pay will be paid based on annual performance assessment

Home drops between 11:00 PM and 6:00 AM IST. Shuttle pickup & drop at regular intervals from Thane & Goregaon office.

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The New Smart Channel
(Now part of E2OPEN)

02nd August 2021

Pranav Kulkarni
Bangalore

Dear Pranav

Sub: Letter of Offer

Further to our recent discussions, we are pleased to offer the position of **Associate Software Engineer** with Zyme Solutions Private Ltd. (now part of E2open). You will be based out of our Jayanagar office located at No 459, 'Laksha Towers', Ashoka Pillar Road, 2nd Block, Jayanagar, Bangalore – 560 011.

Your employment with the Company will commence on or before **03rd August 2021**.

If you wish to accept this offer of employment, please sign, and return this offer as a token of your acceptance. If not accepted within 5 days from the date of issue, then this offer will stand cancelled. The detailed Appointment letter and Standard Terms and Conditions of Employment will be shared with you upon you joining the Company.

TERMS OF OFFER LETTER

Base Salary

Your all-inclusive annual compensation herein after called as CTC (inclusive of the applicable statutory benefits and tax to be deducted at source) will be **INR 6,50,000/- (Six Lakh Fifty Thousand Only)** per annum as detailed in Annexure A.

Annual Incentive Opportunity

As a regular, full-time employee you will be eligible to participate in the Corporate Bonus Plan at an annual bonus target of 5% of your annual salary.

You will receive plan details at the time of hire, and eligibility and payment of all incentive payments shall be subject to the terms and conditions of such plans. Please note that your participation for this current fiscal year will be prorated based upon your date of hire.

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Others

The Company will provide you with a one-time relocation and moving expense up to a maximum of **INR 60,000.**

The above payment will be subject to statutory deductions. Should the Employee voluntarily terminate this Agreement within a period of ONE (1) year from the effective date of this Agreement, the Employee shall be obligated to repay to the Company a pro-rated amount of the benefits that has been paid to the Employee.

Employee Benefits

As a regular, full-time employee, you will be entitled to participate in employee benefits plans established by the Company, which shall include as below

Other Benefits:
1. **Internet Reimbursement** - Internet Reimbursement will be provided to a maximum extent of INR 1500
2. **Medical Insurance** – Self & 5 dependents are entitled to a maximum cover of INR 500,000/- pa. ,
3. **Term Life insurance** for Employee only with SI of INR 15 lakhs or twice the CTC whichever is higher.
4. **Personal Accidental Insurance** – For Employee only with SI of INR 15 lakhs or twice the CTC whichever is higher.

Further, you will participate in the Company's Self-Managed PTO program which allows for unlimited time off as needed through the year and in accordance with the program guidelines for approval. In addition, you will enjoy a total of 12 paid holidays.

Probationary Period and Termination

You will be on probationary period of 3 months from the Date of Joining. Thereafter, the Company shall review the performance of the Employee during the Probationary Period and may extend the period of probation, or confirm employment under this Agreement for indefinite period, subject to the provisions in this Agreement relation to termination. Your employment with the Company is deemed to be confirmed at the end of your probationary period unless, you are informed in writing about the extension of your probation. Your employment will be terminable by yourself or by the Company by giving 1 months' notice or payment in lieu thereof during your mandated probationary period of 3 (three) months.

At any time after the Probationary Period, to discontinue your employment with the Company you will be required to give not less than 2 months' notice in writing.

You will be required, as a material condition of your employment with the Company, to sign the Company's Proprietary Information Agreement, Non-Solicitation and Arbitration Agreement on the day of your joining.

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MUMBAI

DocuSign Envelope ID: A1C7314A-C488-419B-B2FA-8D18B348AB59

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The New Smart Channel
(Now part of E2OPEN)

This offer is contingent on successfully meeting the Company's hiring criteria, which includes reference and background verifications, salary proofs. By signing this letter of offer you hereby consent to all reference and background checks as may be deemed necessary by the Company and confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Documents on the Date of Joining, you will be required to provide the following:

1. Copies of Academic Qualifications and Certificates
2. Experience certificate / Relieving letter from the last company
3. Residence Address proof: Passport copy / Driving license/ Rental agreement/Voters ID/Aadhar ID
4. Proof of Age either copy of passport or school leaving certificate.
5. Last salary slip/Form 16
6. Four passport size color photographs
7. Copy of Pan Card
8. Copy of Passport.

We congratulate you and wish you a long and successful career with E2open.

Signed for and on behalf of Zyme Solutions Pvt Ltd (Now part of E2open)

DocuSigned by:
18F1C6421522488...

Hitesh Trivedi
AVP, India Engineering

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

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A Merkle Company

Ms. Swapnali Sanjay Narwade

Letter of Intent

Dear Swapnali,

With reference to your application and the subsequent interview you had with us, we confirm our intent to offer you a position of **Management Trainee – Survey Analytics** at our **Mumbai** office on the following terms:

Salary: Your Total Compensation will be **₹ 5,50,000/- (Rupees Five Lakh(s) Fifty Thousand Only)** per annum.

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Joining date: As discussed and agreed, you will join not later than **20-July-2021.**

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1. Your acceptance of this offer within one week of receiving it and
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2. Copy of relieving letter/experience certificate/accepted copy of resignation letter from your previous employer, if applicable
3. Copy of last three months' salary slips from your previous employer, if applicable
4. Copy of your PAN Card and Aadhar Card (mandatory)
5. Copy of Residence proof (Aadhar card, Driving License, Leave & License Agreement, Ration Card orPassport)
6. Four passport size photographs in white background

Please sign a copy of this letter as a token of your acceptance. We look forward to having you as a member of the growing family of Ugamites.

Thanking you.

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ugam
POWERING ANALYTICS INTO ACTION
A Merkle Company

Ugam Solutions Pvt. Ltd.

Name	Swapnali Sanjay Narwade
Designation	Management Trainee
With effect from	20-July-2021.

Annexure I: Salary Structure (in ₹)

Salary Heads	Per Month	Per Annum
Fixed Components (FC)	**37,348**	**4,48,179**
Basic Salary	22,917	2,75,000
HRA	8,021	96,250
Special Allowance	6,411	76,929
Bonus (B) +	**4,583**	**55,000**
Gross Salary (G)	41,932	5,03,179
Retirals & Mediclaim (RM)	**1,800**	**46,821**
Co. Contribution to PF	1,800	21,600
Gratuity ++	-	13,221
Mediclaim Premium +++	-	12,000
Total Compensation (G + RM)	43,732	5,50,000
Take Home Before Tax (G - PF)	40,132	4,81,579

+++ Insurances

1. Group Mediclaim of ₹ 300000/- for Employee + 5 Dependents
2. Group Personal Accidental death coverage of ₹ 8 Lakhs or 2 times your Total Compensation, whichever is higher
3. Group Term Life insurance coverage of ₹ 8 Lakhs or 1.5 times your Total Compensation, whichever is higher

+ Includes any bonus payable as per the 'Payment of Bonus Act'

++ Payable as per the 'Payment of Gratuity Act''

Additional Night Shift & Food Allowance of ₹ 250/- for every night shift worked

^ Performance Based Pay will be paid based on annual performance assessment

Home drops between 11:00 PM and 6:00 AM IST. Shuttle pick up & drop at regular intervals from Thane & Goregaon office.

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Gmail

Atharva Placements <atharva.placements2009@gmail.com>

Atharva - 2020 Batch Responses

Devyani Sanjay Jadhao <devyani.jadhao@servosys.com>
To: Sheetal Bhatia <sheetalbhatia@atharvacoe.ac.in>
Cc: Atharva Placements <atharva.placements2009@gmail.com>

Tue, Feb 9, 2021 at 4:09 PM

Hello Ma'am,

These two candidates from your list were selected
1. Mayank Suresh Vandra
2. Satish Rajnale

The documentation process is going on.

Satish did the documentation process and we provide him an offer letter today itself.
But, Mayank has not yet submitted the documents and also not responding to calls.

Please take a look into this so we process it further.

Thank You.

[Quoted text hidden]

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SERVOSYS

Servosys Solutions
A Unit of EML Consultancy Services Pvt. Ltd.

Dated: 8th February 2021

Mr. Satish Abhangrao Rajnale
G-117, Sarswati Chawl Tanaji
Nagar, Kurar Village. Mumbai
Malad East, Mumbai.
Maharashtra - 400097
Contact No. +91 9136757599

Ref: Servosys/Rcrt/2020-2021/February/011

Dear Satish,

This has reference to the training discussion with us dated on 8th February 2021.

We are glad to inform you that on your successful clearance of the interviews, you are hereby selected for six months' training with us. During training, you shall be paid a stipend of INR 15,061/- (Fifteen Thousand Sixty-One Only) per month as mentioned below.

Components of Salary	Amount INR (Monthly)
Basic	12,900
HRA	-
Bonus / Ex Gratia	-
Performance Incentive	-
Gross Salary (Monthly)	**12,900**
P.F (Employer Contribution)	1,677
Gratuity	-
E.S.I (Employer Contribution)	484
Medical Insurance	-
Monthly CTC	**15,061**

You have to join by 9th February 2021. This offer will not be valid after mentioned date of joining.

We look forward to a fruitful and mutually beneficial long term relationship with you.

Yours truly,

(Ajay Agarwal)
Director

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TATA

23 August 2021

Shridhar Sahu
R7, Girijabai Chawl, Kokani Pada,
Kurar Village, Malad East,
Mumbai - 400097

Dear Shridhar,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **23 August 2021.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Regd. and Corp. Office: Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel: (91 80) 2297 9123 Fax: +91 80 2841 1474
www.tataelxsi.com
CIN: L85110KA1989PLC009969

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Annexure 1

Annexure to: **Shridhar Sahu**

Appointment Letter Dated: **23 August 2021**

Name	**Shridhar Sahu**
Level	**D**
Designation	**Engineer**
Location	**Pune**

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	**26,562**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947
Annual Gross Salary	**3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

TATA ELXSI
Registered Off ce: Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com

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Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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TATA ELXSI
Registered Office: Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
CIN: L30 [illegible]

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University of Windsor

Student Accounts Office
Chrysler Hall North, 1st Floor
401 Sunset Avenue, Windsor
Ontario, Canada N9B3P4
T: 519-253-3000 ext. 3307
cashiers@uwindsor.ca

April 11, 2023

ID: **110135643**

Subject: University of Windsor Official Receipt of Payment

This is your confirmation and official receipt of payment. A payment in the amount of **$4,000.00 CAD** has been applied to the account of **Dhaval Ramesh Koradiya**. The payment is as follows:

Description of Payment	Payment Amount
CIBC ISP WU Tuition Dep CDN	$4,000.00

If you have any questions or concerns, please contact the Student Accounts office cashiers@uwindsor.ca.

For additional information, payment options and deadlines, please visit our website: http://www.uwindsor.ca/finance/student-accounts

Regards,

Tina Pavicic
Manager, Student Accounts and Receivables
University of Windsor

UNIVERSITY OF WINDSOR FINANCE

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Gmail Himanshu Churi (iTraveler) <himanshuchuri@gmail.com>

Syracuse University Admission Communication

Grad Adm <gradadm@syr.edu> Tue, Apr 20, 2021 at 12:38 AM
To: himanshuchuri@gmail.com <himanshuchuri@gmail.com>



April 19, 2021

Himanshu Avadhut Churi

Flat No 2B F wing Shree Vishramyog

Link Road Borivali West

Mumbai 400091

India

Dear Himanshu Churi,

It gives me great pleasure to inform you that you have been admitted to the Graduate School of Syracuse University. The faculty in Computer Science has recommended that you be admitted for Fall 2021 as a Master of Science student. When communicating with the University about your admission, please refer to your unique, nine-digit Syracuse University identification number (SUID): 803477982.

We have created a web gateway for newly admitted graduate students that addresses pertinent enrollment information, some of which may require immediate action on your part. I encourage you to visit the Admitted Graduate Students page at the Syracuse University website as soon as possible.

The credentials that you have presented show your qualification to undertake study and

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research that will be vigorous, stimulating, and, we trust, rewarding for you. Congratulations and welcome to our graduate community, which has been a vital part of the university since its founding in 1870.

By the end of your first semester of study, you must submit an official transcript from your undergraduate institution which must bear the appropriate signatures and seal of the institution that issued it and must be received by Syracuse University in a sealed envelope directly from that institution. Unsealed documents which may have been in the hands of students are not considered official. After completion of the first semester of graduate study, the Graduate School may prohibit further registration for any student who has not met this requirement. The hold on registration will only be released when this requirement has been met. If you are a domestic student, in accordance with federal Title IV regulations, financial aid will be disbursed to the student account when all financial aid and admission requirements are met, including receipt of official degree bearing transcripts. Please refer to the Graduate Admission Transcript Requirement web page for additional information.

Sincerely,

Peter A. Vanable, Dean of the Graduate School

Syracuse University Graduate Enrollment Processing

PO Box 35060, Syracuse, NY 13235-5060 **T** 315.443.**2514** **F** 315.443.3423 grad@syr.edu

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FAIRLEIGH DICKINSON UNIVERSITY

Vancouver Campus

VANCOUVER CAMPUS
842 Cambie Street
Vancouver, British Columbia
V6B 2P6
Canada
Voice: 604-682-8112
Facsimile: 604-682-8132
E-mail: vancouver@fdu.edu
Web: www.fdu.edu/vancouver

LETTER OF ACCEPTANCE

PERSONAL INFORMATION

1 **Family Name** Patel		2 **Given Name** Saloni Jagdish	
3 **Date of Birth** 10/20/1999		4 **Student ID Number** 2011603	
5 **Certificat d'acceptation du Québec (CAQ) or Ministerère de l'Immigration, Diversité et Inclusion (MIDI) letter**			
☐ Yes ☑ No		CAQ Number: N/A	Expiry / /
6 **Student's full mailing address**			
P.O.Box N/A	Apt./Unit, Street No., Street name Room No-3, C.P.Chawl, Station Road, NR Habib Park Jogeshwari West		
City/Town, Province/State Mumbai , Maharashtra		Country India	Postal Code

INSTITUTIONAL INFORMATION

7 **Full name of institution** Fairleigh Dickinson University of British Columbia				8 **Designated learning institution number** O19227134842			
9 **Address of institution**							
P.O.Box: N/A		**Street No.:** 842		**Street Name:** Cambie Street			
City/Town: Vancouver		**Province/Territory:** British Columbia		**Postal Code:** V6B 2P6			
10 **Telephone Number** (604) 682-8112	**Extension**	11 **Fax Number** (604) 682-8132		12 **Type of School/Institution** ☐ Public ☑ Private [1]			
13 **Website:** www.fdu.edu/vancouver			14 **Email:** Vancouver-admissions@fdu.edu				
15 **Name of contact** Natalia Kharitonova		**Position** Director of Admissions		**Telephone number** (604) 648-4472		**Extension** N/A	
16 **Name of alternate contact** Office of Admissions		**Position**		**Telephone number** (604)-648-4403		**Extension** N/A	

Fairleigh Dickinson University is a not-for-profit, private university which was granted written consent from the British Columbia Ministry of Advanced Education to offer degree programs in the province of British Columbia effective May 8, 2006

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FAIRLEIGH DICKINSON UNIVERSITY
Vancouver Campus

VANCOUVER CAMPUS
842 Cambie Street
Vancouver, British Columbia
V6B 2P6
Canada
Voice: 604-682-8112
Facsimile: 604-682-8132
E-mail: vancouver@fdu.edu
Web: www.fdu.edu/vancouver

PROGRAM INFORMATION

17	**Academic status** ☑ Full-time ☐ Part-time	**Hours of instruction per week** 9-12 hours	18	**Field/Program of Study** Master of Administrative Science: Computer Security and Forensic Administration
19	**Level of study** Graduate		20	**Type of training program** ☐ Vocational ☑ Academic ☐Professional ☐ Other
21	**Exchange program** ☐ Yes ☑ No		22	**Estimated tuition fee for the first academic year:**[2] US$17,784.00 estimated at CA$23,830.00 **US$17,807.00** Fees prepaid ☑ Yes ☐No
23	**Scholarship/Teaching assistantship/Other financial aid** ☐ Yes ☑ No		24	**Internship/Work Practicum** ☐Yes ☑No Length: N/A Field of work: N/A
25	**Conditions of acceptance specified as clearly as possible** None			
26	**Length of Program** Start date: 9/6/2022 Completion date: 4/30/2024 Or minimum: 2 academic years (4 semesters of 15 weeks each) of full-time studies		27	**Expiration of letter of acceptance** 9/14/2022
28	**Other relevant information:** FDU confirms the receipt of **US$17,807.00** tuition deposit. For full tuition fees details please refer to the FDU website			

[2] FDU tuition and fees may be adjusted each September to reflect annual increases

Signature of institution representative

Natalia Kharitonova, Ph.D.

Printed name of institution representative: Director of Admissions

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ApplyProof

Final Offer Letter

ApplyProof date / date de ApplyProof: June 16th, 2022 / 16 juin 2022

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STEVENS
INSTITUTE of TECHNOLOGY
THE INNOVATION UNIVERSITY®

Graduate Admissions

January 21, 2022

Mr. Aditya Snehal Mandaliya
601 – 602 Krish Royale, Cts No 626 Tps Road No 11, Shimpoli Road, Borivali West
Mumbai, Maharashtra 400092
India

Dear Aditya Snehal:

I am pleased to inform you that you have been admitted to the Master of Science program in Computer Science in the Schaefer School of Engineering and Science at Stevens Institute of Technology for the Fall 2022 semester. Congratulations!

For 150 years, the Schaefer School has educated tomorrow's technology leaders to push the boundaries between engineering, science, and beyond. You have been selected to join our internationally renowned community of scholars because of your academic achievement and ingenuity.

This is an exciting time to be at Stevens. Ranked 15th in the U.S. by the American Society of Engineering Education for the number of Master's degrees awarded, Stevens graduates are in high demand and recognized by employers as top candidates.

As a member of the Schaefer School community, you will work alongside scholars who are at the forefront of their fields, and our academic programs will instill a strong career foundation with the advanced skills necessary to succeed in today's highly competitive world.

For more details on your admission, please read the information on the following page. To confirm or decline this offer of admission, please see details under the "Next Steps" section below.

Stevens has built its reputation as "the innovation university" largely because of the quality of faculty and students like you. I am confident that you will find your experience at Stevens enriching and rewarding. Congratulations again, and I extend my warmest welcome.

I look forward to meeting you on campus.

Sincerely,

Dr. Jean Zu
Dean of the Schaefer School of Engineering & Science
Stevens Institute of Technology

STEVENS
INSTITUTE of TECHNOLOGY
THE INNOVATION UNIVERSITY®

Office of Graduate Admis
201.216.5319
888.511.1306
graduate@stevens.edu
www.stevens.edu/gradua

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University of Hertfordshire UH

Study with us

Your offer

10 February 2020

Dear Ninad Surendra

We are delighted to have made you an offer, to study at the University of Hertfordshire. Our offer is subject to the terms set out below and the other documents sent with this offer.

Your details

Full name	Ninad Surendra Chavan
University ID number	19036265

Your course

The details of the course on which we are offering you a place are set out below; please check them carefully and let us know immediately if you believe there is anything wrong. You can do this by replying to our email quoting the University ID number (19036265).

Course title	MSc (SW) Advanced Computer Science with Sandwich Placement
Course code	CMCSM
Point of entry	Year 1
Mode of study	Full time
Place of study	UH Hatfield Campus
Start date	September 2020
Length of course	2 Years

We will advise you of your precise start date nearer the time

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Your offer

Your offer is **conditional**.

Conditions

Upon completion of your bachelors degree, please provide copies of your official certificate and your final consolidated mark sheet including a grading scale showing course completion achieving 55% or more. In order to confirm your place you must pay a deposit of 5000 pounds sterling or provide satisfactory proof of sponsorship.

This offer is made subject to the above conditions, which you will need to meet before you can be accepted onto the course.

English language requirement

If your offer has an English language condition included, this is expressed as an IELTS requirement. If you do not have the required IELTS for entry, our Pre-sessional courses can help you to achieve this level.

Whilst we will accept tests of English other than IELTS, providing they are at the correct level for entry, if you are intending to undertake an IELTS we would recommend that you undertake one of the new UKVI Secure English Language Test (SELT) Academic IELTS or Trinity College Tests of English (UK only) – in light of recent changes made by the Home Office to English language provision.

Should you not meet the English language requirements for the course and need to undertake a pre-sessional English course we will be unable to accept any other English test providers as evidence of your English language ability for entry to the pre-sessional course.

Please visit the Home Office website for details of approved test centres where you may undertake one of the new style SELT IELTS.

Visa

You will have to obtain a visa to study in the UK before you can take up your place. For further information, please visit our website.

Before you can apply for a visa, we have to issue you with a Certificate of Acceptance for Studies (CAS). We can only do so if you meet certain criteria, which are set out in our **Codes of Practice** document, included with this offer, relating to our sponsorship of International students. Please read the **Codes of Practice** carefully as it will apply to you if you accept this offer. Please note in particular that we reserve the right, in certain circumstances, not to issue a CAS or to withdraw a CAS even after you have accepted this offer. If we do not issue a CAS, you will not be able to obtain a visa, and you will not be able to take up your place at the University.

By requesting a CAS, you are confirming that you are fully aware of your responsibility to abide by the conditions of your Tier 4 visa, should a CAS be issued to you. This includes not exceeding working hour restrictions as stated on your visa/BRP, registering with the police (if applicable) and also your obligation to leave the UK when your visa expires. Further details about your responsibilities as a Tier 4 student are available on the UKCISA website.

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Your fees

Tuition fee 2020 £14500

The tuition fee for the 2020 academic year is set out above and is provided on the basis that you are an International student for fees purposes. If you are unsure or believe this is not the case please contact us as soon as possible. Your fee status may be reassessed if you have provided any incorrect information.

For further information about your tuition fees, including when they are due and the circumstances in which they may change for future years of your course please see the **Fees and Finance Policy** which is sent with this offer. If we anticipate there will be any additional course specific costs (for example, specialist equipment, art supplies, laboratory overalls or contributions to field trips) these will be highlighted in the **About your course** factsheet which is also sent with this offer.

Please note that graduates of a University of Hertfordshire undergraduate degree (either in the UK or at a partner institution overseas) and who are starting a new postgraduate taught course at the university may be eligible to receive a 20% reduction of fees. See eligibility criteria for the 'UH Graduate Scholarship' in our Fees and Funding policy that's included with your offer.

Accepting this offer

We very much hope you choose to study with us, so the next step will be to formally accept this offer.

By accepting this offer, you are entering into a legal contract to study with the University of Hertfordshire, subject to you fulfilling the conditions (if any) of the offer.

To accept this offer, you must either pay a deposit of **£5000** (which will be offset against your first year tuition fee) or provide us with satisfactory evidence that your fees will be paid by a sponsor. The final deadline for the payment of deposits or receipt of evidence of sponsorship is 01/08/2020. If we have not received either by this date, this offer will be deemed to have been withdrawn. Please refer to section 2.10 of the Fees and Finance Policy for details of how the deposit (which contains a non-refundable element) may be paid or the evidence of sponsorship provided.

If you do not require a Tier 4 visa then you are not required to pay a deposit of £5000, to accept this offer please email international@herts.ac.uk

We will acknowledge receipt as soon as reasonably possible.

There is more information about the contract in the **Key Facts** document sent with this letter, so do please read it carefully (as well as the other accompanying documents) before accepting our offer.

If on our part there are any conditions which have to be met before we can guarantee to run the course, these will also be set out in the **About your course** factsheet.

Changing your mind

You have a legal right to change your mind about accepting this offer within 14 days of doing so. Further information about this right, and how to exercise it, can be found in Section 23 of our **Key Facts**

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Changing your mind (continued)

document sent with this offer.

We look forward to welcoming you to the University of Hertfordshire and wish you every success with your academic studies.

Warm regards



Jilly Crosby
Head of Admissions
University of Hertfordshire



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IBS
ICFAI BUSINESS SCHOOL

ICFAI Business School, Mumbai
Hiranandani Knowledge Park, Opp.Hiranandani Hospital,
Off.Technology Street,Powai, Mumbai-400076
Phone: 022-40434343 Fax : 022-25700866
Email: ibsmum@ibsindia.org Website :www.ibsindia.org

Student ID Card : Valid up to February 2023.



ALISHA RAUT

Enrollment No.: 21BSP1367
Date of Birth : 2.10.1999
Contact No. : 9833668208
Address
5/104, Sapphire Heights, Lokhandwala Township,
Akurli Road, Kandivali East

Signature of Issuing Authority

Student Signature

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Department of Homeland Security
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status
OMB NO. 1653-0038

SEVIS ID: N0034199198

SURNAME/PRIMARY NAME SHARMA	**GIVEN NAME** NAIMISH RAVINDRA	**Class of Admission** **F-1**
PREFERRED NAME NAIMISH RAVINDRA SHARMA	**PASSPORT NAME**	
COUNTRY OF BIRTH INDIA	**COUNTRY OF CITIZENSHIP** INDIA	
CITY OF BIRTH MUMBAI	**DATE OF BIRTH** 03 JANUARY 2000	**ACADEMIC AND LANGUAGE**
FORM ISSUE REASON INITIAL ATTENDANCE	**ADMISSION NUMBER**	

SCHOOL INFORMATION

SCHOOL NAME Rutgers, the State University of New Jersey Rutgers-Camden	**SCHOOL ADDRESS** 215 N 3RD ST STE 112, Student Affairs/International Services, CAMDEN, NJ 08102
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Marissa Amos Assistant Director	**SCHOOL CODE AND APPROVAL DATE** NEW214F00147004 28 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	**MAJOR 1** Data Science, General 30.7001	**MAJOR 2** None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	**ENGLISH PROFICIENCY NOTES** Student is proficient	**EARLIEST ADMISSION DATE** 29 JULY 2023
START OF CLASSES 05 SEPTEMBER 2023	**PROGRAM START/END DATE** 28 AUGUST 2023 - 31 MAY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		**STUDENT'S FUNDING FOR:** 12 MONTHS	
Tuition and Fees	$ 37,000	Personal Funds	$ 0
Living Expenses	$ 17,000	CHANCELLOR'S MERIT SCHOLARSHIP	$ 19,000
Expenses of Dependents (0)	$ 0	FATHER	$ 40,000
books supplies travel	$ 5,000	On-Campus Employment	$
TOTAL	$ 59,000	TOTAL	$ 59,000

REMARKS

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X	**DATE ISSUED**	**PLACE ISSUED**
SIGNATURE OF: Marissa Amos, Assistant Director	03 April 2023	CAMDEN,NJ

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

X		
SIGNATURE OF: NAIMISH RAVINDRA SHARMA		**DATE**
	X	
NAME OF PARENT OR GUARDIAN	**SIGNATURE**	**ADDRESS (city/state or province/country)** **DATE**

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SEVIS ID: N0034199198 (F-1) **NAME: NAIMISH RAVINDRA SHARMA**

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

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INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa(unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months.To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested.The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement. 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.

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UNIVERSITY OF
TEXAS
ARLINGTON

June 22, 2021

Rani Bhupesh Raut
Yashwant Banglow At Umbergothan Raut .
Ali Navapur Road
Virar West MH 401303
India

UTA ID: 1001980451
Info Systems MS (TS)

WE CHOOSE YOU!

Congratulations Rani Bhupesh!

It is my privilege to inform you of your offer of Provisional admission to the Info Systems MS (TS) program at the University of Texas at Arlington for the 2021 Fall semester.

In order to ensure your continued success, the following provisional conditions will need to be satisfactorily completed by the end of your first semester of enrollment in order to continue your studies. Student must submit final semester grades and provisional degree certificate.

Admission to UTA is competitive, and your selection was not taken lightly. We chose you based not only on your academic record, but by evaluating your potential for continued success. We don't just believe that you will continue to excel, we expect it.

UTA is recognized by the New America Foundation as a model 21st century university. We're bringing resources, technology, teaching, and research together to shape our students and the world around us. In short, UTA will challenge you and engage you.

Please access the accept/decline link on your Student Center page in MyMav to either accept or decline your admission. You can find a checklist outlining the items you need to complete before enrolling at https://www.uta.edu/admissions/enroll/accepted-graduate

Again, congratulations and welcome to the Maverick family.

G61

8/19/2021 8:37:55 AM

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USC University of Southern California

OFFICE OF ADMISSION

February 4, 2021

Trishala Ahalpara
A/14, Jay Kiran Chs
Liberty Garden, Malad (west)
Mumbai, In-Mh, 400064,
India

Dear Trishala Ahalpara,

Congratulations on your admission to graduate study at the University of Southern California. Your academic records indicate that you will make a significant contribution to academic life at the university.

You have been admitted as a graduate student in Applied Data Science within the Andrew and Erna Viterbi School of Engineering for Fall 2021. Your degree objective is the Master of Science. Please include your USC ID (9084-4702-06) whenever you correspond with the university. This admission is offered subject to your maintaining your present level of academic achievement. If you have not already done so, you must provide proof of satisfactory completion of any studies in progress, and submit final academic records from each institution you have attended. Important information about placement exams and orientation will be sent to you by e-mail. While enrolled at USC, you are expected to maintain a 3.0 GPA or better to remain eligible to complete your degree. Please note that any courses taken outside of those specified for your degree program in the USC Catalogue require advance approval from your department. Change of major requests may be submitted only after completion of your first semester. Please carefully review the Continuing Registration Requirement information which lists all the requirements you must meet within your first term(s) of USC enrollment to continue in your degree program. You must meet with a staff advisor to resolve these conditions.

We encourage you to review the admitted student portal at gradwelcome.usc.edu, which includes specific information about registration and enrollment. You will also find a link to the portal at you.usc.edu when you click on the Statement of Intent button. Please submit the Statement of Intent: Graduate Studies form whether or not you decide to enroll at USC. Certifying your USC enrollment will allow you to create your university e-mail account, register for Graduate Student Orientation, and access your USC records.

As an international student, you have also demonstrated adequate financial support to receive an I-20 or DS-2019. This will be issued to you once you certify to enroll at USC. You must use this document to obtain a visa for entrance into the United States.

We are delighted to officially welcome you to our community of scholars, and look forward to seeing you on campus!

Sincerely,

Timothy E. Brunold
Dean of Admission

University of Southern California
Los Angeles, California 90089-0911·Tel: 213 740 1111

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USC University of Southern California

OFFICE OF ADMISSION

University of Southern California
February 4, 2021

Trishala Ahalpara
USC ID: 9084-4702-06

TERM: Fall 2021
MAJOR: Applied Data Science
DEGREE: Master of Science
SCHOOL: Andrew and Erna Viterbi School of Engineering

CONTINUING REGISTRATION REQUIREMENTS

You have been admitted with the following continuing registration requirements. These requirements must be met prior to or during your first term(s) of enrollment at the university. Failure to do so may result in termination from the program.

-- Verification of all your previous post-secondary degree(s) earned outside of the United States is required. You must satisfy this continuing registration requirement by engaging the International Education Research Foundation (www.ierf.org/usc) to verify your credentials. Please review this service's requirements and fees on their special USC web page and follow their instructions. The evaluation service will send a verification report directly to USC.

yourUSC.edu

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NEW YORK INSTITUTE
OF TECHNOLOGY

Sejal Dumbre
616, Sangam Society, Bhatwadi, Ghatkopar(W)
Mumbai, Maharashtra 400084
India

Student ID: 1336445

Dear Sejal,

Congratulations! On behalf of the Admissions Committee, I am pleased to offer you admission to the Cybersecurity, M.S. program at New York Institute of Technology as a graduate degree candidate at our New York City campus beginning in Fall 2023. Further, as a result of your academic excellence during your undergraduate education, you have also been awarded the Graduate Scholar Award in the amount of $3,000 per year.

Sejal, you should be quite proud of your accomplishments so far. When you join us at New York Tech, you'll find a challenging, career-oriented curriculum that will motivate you to develop critical skills and give you hands-on experiences in and out of the classroom. Your professors will mentor, and encourage active learning in a collaborative classroom environment. You will have the opportunity to connect with students from different cultures and majors, and with access to a professional network of more than 112,000 alumni around the world, you will gain experience by networking and participating in cutting-edge research and real-world projects. Of course, you will need to keep up the good work, as your admission is contingent upon successful completion of any academic work currently in progress.

Please note that all students must submit final, official transcripts, mark sheets, and degree certificates, as well as all official test scores to the Office of Admissions prior to the start of classes. If these documents are not in English, you must provide an official English translation through SpanTran, Global Language Services, or other recognized translation agency. An official evaluation that includes copies of your transcripts or mark sheets is acceptable. You may not be eligible to register for future semesters if these documents are not received.

Additional Requirements:
Maintain a CGPA of 3.3 GPA during your first 12 graduate credits or retake the GRE and score at least a 300 before registering for your next semester, Submit official English Proficiency Test Scores
Must submit Official Final Transcript with 7th & 8th Mark-sheets, and Proof of Degree. Submit official GRE test score.

Please note that your Graduate Scholar Award will be automatically renewed for up to six semesters of full-time graduate study (minimum of nine graduate credits per semester) at New York Tech as long as you complete your registered courses and maintain a 3.3 cumulative and semester grade point average (GPA). All credits taken must be applicable towards your degree. Awards are prorated for students pursuing less than full-time enrollment. Since this scholarship is completely funded by New York Institute of Technology, the amount may be reduced in conjunction with any other New York Institute of Technology scholarship. In addition, this scholarship applies only to fall and spring semesters and is not applicable to graduate courses that are offered at a discounted tuition rate or prerequisite courses. All US citizens and eligible residents are urged to submit the

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Free Application for Federal Student Aid (FAFSA) as soon as possible.

We are looking forward to you joining our newest class. Please accept our offer of admission within four weeks from the date of this letter and secure your place. Please visit **nyit.edu/welcome** for information about your next steps, as well as instructions on how to submit your $500 nonrefundable tuition deposit.

If you have any questions about your acceptance to the Cybersecurity, M.S. program, please email **nyitgrad@nyit.edu** or call us at 516.686.7520 with questions about your admission or any other issues that will help you choose New York Tech as your new home.

Congratulations again, Sejal! I look forward to personally welcoming you to campus this Fall 2023 semester.

Sincerely,

Karen Vahey signature

Karen Vahey, Ed.D
Dean of Admissions and Financial Aid

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February 29, 2020

School of Business
Office of the Dean
201.216.5319
888.511.1306
graduate@stevens.edu
www.stevens.edu/business

Mr. Mihir Rajendra Kadam
17/6th Floor, Silver Cascade Society, S.B Marg, Dadar West
Mumbai Maharashtra 400028
India

Dear Mihir Rajendra:

Congratulations — you're in!

Each year, our admissions team sees more applications from an increasingly stronger pool of prospective students. After reviewing your impressive credentials, it's clear you've got what it takes to be a star in the Information Systems program at Stevens.

Because of your outstanding profile, the admissions committee has recommended you for a graduate scholarship in the amount of $10000. This highly selective scholarship is offered to only the most highly qualified prospective students, and you should be proud to count yourself among this select group.

Stevens isn't a business school for everyone. Not only do you need the right academic excellence, you need a deep appreciation for technology and its role in solving business problems. It's clear to me that you're the kind of creative, critical thinker who will thrive at a school where new technology isn't just taught — it's invented, refined, shared and applied.

Our admissions office as well as your advisors will be in touch with you shortly to ensure you have everything you need to enroll at Stevens for the Fall 2020 semester. Until then, please share this happy news with those who have supported your journey so far.

I'm so excited to welcome you to the Stevens community. I'm confident that you'll do great things here that will change the way you see the world and prepare you for an incredibly rewarding career.

Sincerely,

Dr. Gregory Prastacos
Dean of the School of Business
Stevens Institute of Technology

P.S.: For more details on your admission, please read the information on the following page. To confirm or decline this offer of admission, please complete the Admission Reply Form here at your earliest convenience.

Office of Graduate Admissions
201.216.5319
888.511.1306
graduate@stevens.edu
www.stevens.edu/graduate

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ATHARVA EDUCATIONAL TRUST'S

ATHARVA COLLEGE OF ENGINEERING

(Approved by AICTE, Recognized by Government of Maharashtra
& Affiliated to University of Mumbai - Estd. 1999 - 2000)
ISO 2100:2018 ISO 14001:2015 ISO 9001:2015
NAAC Accredited

Academic Year

2021-22 Placement & Higher Education Proof

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Mastek
Trust. Value. Velocity

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (the **"Agreement"**) is made and executed on this **4th day of May 2022.**

BY AND BETWEEN

Mastek Enterprise Solutions Private Limited (Formerly known as Trans American Information Systems Private Limited), a company incorporated under the laws of India, having corporate identification **CIN - U51505GJ1999PTC112745**, and having its registered address at **Regd. Off.:** 804/805 President House, Opp. C.N. Vidyalaya, Near Ambawadi Circle, Ambawadi, Ahmedabad - 380006. Gujarat, India. Tel No: +91-79-2656-4337 (the "**Company**");

AND

Akhilesh Kulkarni, and a citizen and resident of India having Aadhar Number **463471923751** and currently residing at **Qtr No 11, Narmada Building, Bsnl Complex, Juhu Road, Santacruz West, Mumbai, Maharashtra - 400054** (the "**Employee**" or "You").
The Company and the Employee shall individually be referred to as "**Party**" and collectively as "**Parties**".

THE PARTIES, INTENDING TO BE LEGALLY BOUND, AGREE AS FOLLOWS:

1. APPOINTMENT

The Employee shall commence employment with the Company as **Associate Consultant Functional** on **4th May 2022** (**"Effective Date"**) and shall be bound by the terms and conditions laid down in the Agreement.

2. PLACE OF WORK

The Employee's principal place of Business shall be **Ahmedabad**, **India**. The Employee agrees and understands that [he/she] may be required to (i) relocate to other locations either within India or outside India; and/or (ii) undertake such travel within India or outside India, from time to time, as may be necessary in the interest of the Company's business. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.

3. TIME ZONE

You will be required to work as per the time-zone of the assigned project or region.

4. REPRESENTATIONS AND WARRANTIES

4.1 The Employee represents and warrants to the Company that each of the following statements with respect to [himself/herself] is true, accurate, complete and not misleading in any manner:

4.1.1 [He/She] has the power and authority to execute this Agreement, and to fully perform [his/her] obligations hereunder in accordance with the terms hereof.

4.1.2 [He/She] has carefully read and fully understands all provisions of this Agreement.

4.1.3 The execution, delivery and performance by the Employee of this Agreement will not violate, conflict with, or cause a default under any of the agreements relating to [his/her] previous employment(s), contract, instrument, order, judgment or decree to which [he/she] is a party or by which [he/she] is bound;

4.1.4 [He/She] is not bound by any restrictive covenants including any non-competition, non-disclosure and non-solicitation covenants pursuant to any previous employment contracts.

4.1.5 [He/She] is free to enter into employment with the Company without violation of the rights of any person including that of any of [his/her] previous employers or business partners.

4.1.6 [He/She] is not a party to any arrangement or agreement which will adversely affect [his/her] ability to carry out [his/her] duties pursuant to this Agreement.

4.1.7 The performance of [his/her] obligations under this Agreement will not breach any contract to maintain confidential any proprietary information acquired by the Employee prior to [his/her]

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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MUMBAI

employment with the Company.

4.1.8 All information provided by the Employee to the Company (and/or any of the **group companies**) is true and accurate.

4.1.9 [He/She] is not in possession of any confidential information or any proprietary information, intellectual property or any other tangible or intangible materials belonging to any person including any of [his/her] previous employers or business partners.

5. INDEMNITY

The Employee agrees to indemnify and hold harmless the Company and/ or any other group company and each of their affiliates, directors, shareholders, officers, agents and other employees for any and all losses suffered or incurred by any of them resulting from or arising out of or connected with (a) any misrepresentation or inaccuracy in, or breach by the Employee of, any representations and warranties, (b) any breach by the Employee of any obligation, undertaking, term or covenant under this Agreement or (b) any negligence on the part of the Employee in carrying out [his/her] duties under or pursuant to this Agreement.

6. DUTIES AND FUNCTIONS

6.1 The Employee is required to carry out all duties that are normally associated with the employment in the Company or for such group companies, as the Company may direct.

6.2 During your employment with the Company, the Employee will devote [his/her] best efforts to the interests of Company, will not engage in other employment or in any conduct in direct conflict with Company's interests that would cause a material and substantial disruption to Company and will otherwise abide by all of Company's policies and procedures.

6.3 The Employee agrees to comply with the Company's decision should it consider it necessary or appropriate to change the Employee's job title, reporting relationships, job duties and responsibilities, the legal entity which employs the Employee and the jurisdiction where the Employee is expected to perform [his/her] duties on the basis of the Employee's performance or the Company's business requirements. Any such change shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

7. COMPENSATION

As total consideration for the Employee's services rendered in terms of this Agreement, the Employee shall be entitled to the following.

7.1 The Company shall pay the Employee an Annual CTC of **INR 360,000** on an annual basis as compensation for the Employee's services pursuant to this Agreement (the "**Salary**"). The details of the Salary are specified in Schedule 1. The Salary shall be paid on a monthly basis (in arrears) in accordance with the Company's customary payroll practices as in effect from time to time. The Salary shall be subject to all applicable taxes and deductions in accordance with applicable law. The Employee will be solely responsible for [his/her] personal tax liabilities and the Company makes no assurances that the remuneration is structured in the most tax efficient manner.

7.2 In case of onsite deputation, you will be entitled for ***Per Diem*** allowance of **AED 70**. In case of your deputation other than the UAE/Qatar, onsite allowance will be as per standard structure of that specific country, the details will be available in the deputation letter.

7.3 Salary, allowances and all other payments/benefits will be governed by the Company's rule as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.

7.4 **Salary review**. The Employee's Salary will be reviewed periodically by the Company in accordance with the policies of the Company for its employees, as in effect from time to time. Increases following a review are not automatic but are discretionary and dependent on the Employee's performance, the performance of the Company (and/or any of the group companies) and prevailing market conditions. In your case, the first salary revision will be done in **July 2023** and every 12 Months from thereon.

7.5 **Business related expenses**. The Company will pay reasonable business-related expenses incurred by the Employee, to which such Employee is entitled to, in accordance with its internal policies, rules and

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regulations.

8. LEAVES AND OTHER BENEFITS

The Employee shall be entitled to leave in accordance with the Company's leave policy for its employees, as in effect from time to time. Such leaves will have to be authorized by your supervisor or the Management of the Company. The leave year will be 1st January to 31st December. The employees, whose base location is India, will be entitled for public holidays declared by the company. The employees, whose base location is outside India, will be entitled for all holidays applicable as per Regional specific holiday Calendar where they are deputed. Though if required, you may have to attend office during any of the above holidays.

Conveyance: The Company will reimburse the official travel conveyance expenses incurred at all onsite locations as per company policy.

Accommodation: The Company will provide you shared bedroom accommodation facility at all onsite locations.

Overseas Travel Policy: Each time you travel abroad you will be provided with an Overseas Travel Insurance.

Group Medical Insurance: You and your family (i.e., spouse & up to 2 unmarried dependent children) will be covered under company's Group Medical Insurance policy on family floater basis. Additionally, you can also cover your dependent parents/in-laws in an optional Parental Policy by paying the applicable premium amount.

Group Personal Accident: Coverage of Rs. 10 lacs for the employee.

Group Life Insurance: Coverage of Rs. 5 Lacs for the employee.

Retirement: You shall retire on the attainment of 60 years unless specially required by the company in writing to continue in service beyond the age.

9. TERM OF EMPLOYMENT

The Employee's employment with the Company will commence on the Effective Date and shall continue until terminated in accordance with Clause 10 of this Agreement. Your appointment will be on a probationary basis for the first **three (3)** months of your employment. Employment will be confirmed based on your performance and reviews during the training period. You need to serve one-month notice during probation period. Upon completion of probation period and confirmation as a regular employee, you or the company may terminate your service at any time by giving 90 days' notice or basic salary in lieu thereof. However due to exigencies of business the company may at its sole discretion reject the notice pay and ask you to serve the entire or part of the notice period. You shall not be relieved of your services, except upon issue of a letter by the company to that effect.

10. SERVICE AGREEMENT

You are required to sign a two years and three months (2 years of Service Assurance + 3 Months Training) service agreement with the company effective **4th May 2022**.

11. TERMINATION OF EMPLOYMENT

11.1 **Termination with immediate effect-** Notwithstanding anything contained in this Agreement, the Company may terminate employment contemplated under this Agreement at any time without notice or payment in lieu of notice, for cause, including but not limited to (i) gross neglect or material breach of the Employee's principal employment responsibilities or duties; (ii) being found guilty of a crime involving moral turpitude; (iii) being involved in any financial impropriety or fraud in the course of employment with the Company or any of its affiliates; (iv) providing false information regarding educational qualifications and experience; (v) material violation of the Company's policies; (vi) repeated failure to comply with lawful directions of the Company (and/or any of the group companies) and its officers; (vii) breach of the terms of this Agreement and breach of representations and warranties; (viii)unethical

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

business conduct;(ix) any form of harassment including sexual harassment while employed with the Company; (x) unauthorized disclosure of confidential information of the Company; (xi) breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company (and/or any of the group companies); and (xii) habitual unauthorized absence or unauthorized absence for a period exceeding [8] days.

11.2 **Resignation by the Employee.** The Employee may voluntarily resign from employment with the Company at any time on giving prior written notice of [Three] month to the Company. The Company may at its sole discretion waive all or part of the notice or allow the Employee to make payment to the Company in lieu of the notice. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by the Employee without the express consent of the Company.

11.3 **Termination by the Company other than for Cause.** Notwithstanding anything to the contrary contained herein, the Company is entitled to terminate employment of the Employee under this Agreement by giving the Employee [three] months' written notice or Basic salary in lieu thereof.

11.4 Upon the termination of this Agreement for any reason whatsoever, the Employee shall immediately hand over responsibilities to such persons nominated for that purpose by the Company (and/or any of the group companies) and shall deliver to such person all such papers, documents, memoranda, notes, records, credit cards and other property of the Company (and/or any of the group companies) which may be in [his/her] possession including but not limited to any access cards, visiting cards, mobile phones, computers, vehicles, etc. provided by the Company (and/or any of the group companies). The Employee agrees to fully cooperate with the Company regarding the orderly transition of pending work.

12. NON-DISCLOSURE OF CONFIDENTIAL OR PROPRIETARY INFORMATION

12.1 The Employee acknowledges that during the course of [his/her] employment, [he/she] will have access to information about the Company (and/or any of the group companies) and their shareholders (collectively, the "**Associated Persons**") or otherwise in its possession and that [his/her] employment with the Company shall bring [him/her] into close contact with many confidential affairs of the Associated Persons, including any information regarding the following: management, methods and operating techniques; financial information; procedures and methods; business structures, business strategies, research information, sales, advertising and marketing methods; development and service methods; business techniques; information regarding customers/clients, products, vendors, service providers, business partners and associates; information regarding employees, consultants and other personnel; training techniques, manuals and procedures; hardware systems and software programs; intellectual property; information relating to prior, current or contemplated products or services offered and other proprietary information of the Associated Persons and information that the Employee has a reasonable basis to believe was accepted by the Associated Persons from any third party under obligations of confidentiality (collectively, "**Confidential Information**"). The Employee acknowledges that such Confidential Information is not readily available to the public and was developed by the Associated Persons at great effort and expense.

12.2 During the employment period and thereafter until such time the Confidential Information is generally published or is readily available to the general public other than through the Employee's or any third party's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of [his/her] employment by, or in furtherance of the business and operations of the Company (and/or any of the group companies)) any Confidential Information, and the Employee shall during the continuance of [his/her] employment by the Company use [his/her] best efforts to prevent the unauthorized publication or misuse of any Confidential Information.

12.3 All documents, records, data, apparatus, equipment and physical property, whether or not pertaining to Confidential Information, which are furnished to the Employee by the Company (and/or any of the group companies) or are produced by the Employee in connection with the Employee's employment shall be and remain the sole property of the Company (and/or any of the group companies, as the case may be).

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

The Employee shall do all such things as may be necessary to ensure that the intellectual property in such Confidential Information vests solely in the Company (and/or any of the group companies, as the case may be), including executing any and all necessary documents in this regard. The Employee shall return to the Company all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company. In any event, the Employee shall return all such materials and property immediately upon the termination of the Employee's employment for any reason as stipulated in Clause 11.4. The Employee shall not retain any such material or property or any copies, compilations or analyses thereof after such termination.

12.4 The Employee covenants that [he/she] will not disclose to the Company (and/or any of the group companies) or use or induce the Company (and/or any of the group companies) to use, any proprietary information or trade secrets of any third party, include any previous employer of the Employee, at any time.

13. INTELLECTUAL PROPERTY RIGHTS

13.1 All right, title and interest in and to all inventions, copyrights, patents, trademarks, service marks, source codes, software, design rights, trademarks, trade names, service names, trade dress, logos and corporate names and other intellectual property which are conceived, developed or created during the course of the employment of the Employee with the Company or resulting from such employment, including all registrable patents and any other rights which may subsist therein (the "**Intellectual Property**"), shall be held and owned solely by the Company, and all Intellectual Property shall be considered as having been made under a contract of service. The Employee shall mark all Intellectual Property with the Company's copyright or other proprietary notice as directed by the Company and shall take all actions deemed necessary by the Company to protect the Company's rights therein. The Employee, in consideration of [his/her] employment with the Company, hereby irrevocably transfers and assigns to the Company, the Employee's entire right, title and interest in and to each and every such Intellectual Property. The Employee agrees that such assignment shall be perpetual, worldwide and royalty free. For the avoidance of doubt, the Company shall have a right to freely develop and alter such material, results and Intellectual Property rights and to license and assign them to third parties.

13.2 The Employee agrees to disclose promptly to the Company full details of any and all Intellectual Property. The Employee agrees that as and when requested by the Company, the Employee shall execute all papers that may be necessary to obtain trademarks, service marks, patents, copyrights or other rights in the Intellectual Property in favor of the Company.

13.3 Any assignment of Intellectual Property pursuant to this Agreement includes all rights of paternity, integrity, modification, disclosure and withdrawal, and any other similar rights in perpetuity throughout the world that may be known as or referred to as 'moral rights' (**Moral Rights**). To the extent that Moral Rights cannot be assigned under applicable law, the Employee hereby waives and agrees not to enforce any and all Moral rights, including, without limitation, any limitation on subsequent modification, to the extent permitted under applicable law.

13.4 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee further acknowledges and agrees to waive any right to and shall not raise any objection or claims to the Copyright Board with respect to assignment, pursuant to section 19A of the Copyright Act, 1957. The Employee also agrees to assist and co-operate with the Company in perfecting the Company's rights in the Intellectual Property

13.5 The Employee acknowledges that there are no currently existing ideas, processes, patents, copyrights, trademarks, service marks inventions, discoveries, marketing or business ideas or improvements or other intellectual property which the Employee desires to exclude from the operation of this Agreement. The Employee represents and warrants that there is no other contract to assign inventions, patents, trademarks, service marks, copyrights, ideas, processes, discoveries or other intellectual property that is now in existence between the Employee and any other person.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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14. NON-COMPETITION AND NON-SOLICITATION

14.1 The Employee shall not during the employment period and for a period of 12 (twelve) months thereafter:

14.1.1 carry on or be concerned, engaged or interested, directly or indirectly (including through any affiliates), in India or elsewhere in the world, in any capacity whatsoever (including in any advisory or non-executive capacity), whether for profit or not, in: (a) any trade, business or activities competing with the business of the Company (and/or any of the group companies) or similar to the business of the Company (and/or any of the group companies), and (b) any trade, business or activities of the Company (and/or any of the group companies) that [he/she] has been engaged or involved in previously;

14.1.2 either on [his/her] own behalf or in any other capacity whatsoever, directly or indirectly (including through any affiliates), do or say anything which may lead to any person ceasing to do business with the Company (and/or any of the group companies) on substantially the same terms as previously (or at all);

14.1.3 either on [his/her] own behalf or in any other capacity whatsoever, directly or indirectly (including through any affiliates), endeavour to entice away or solicit from the Company (and/or any of the group companies), any person who is a crucial or key employee or any other employee or consultant, nor aclient, customer, business partner, franchisee, supplier, service provider, agent or distributor of the Company (and/or any of the group companies) with a view to providing goods or services to such a person in competition with the business of the Company;

14.1.4 facilitate the employment or engagement of any person who is a crucial or key employee or any other employee or consultant, client, customer, business partner, franchisee, supplier, service provider, agent or distributor of the Company (and/or any of the group companies), in any business concern which is in competition with the business of the Company and whether or not such person would be in breach of contract as a result of such employment or engagement,

14.1.5 either on [his/her] own behalf or in any other capacity whatsoever, directly or indirectly (including through any affiliates), have any dealings with any person who was or is a crucial or key employee or any other employee or consultant, client, customer, business partner, franchisee, supplier, service provider, agent or distributor of the Company (and/or any of the group Companies), with whom [he/she] had been engaged or involved by virtue of [his/her] duties as a crucial or key employee.

14.2 None of the restrictions in Clause 13.1 shall prevent the Employee from:

14.2.1 holding an investment by way of shares or other securities of not more than 5% of the total issued share capital of any company, whether or not it is listed or dealt in on a recognised stock exchange;

14.2.2 being engaged or concerned in any business concern insofar as your duties or work shall relate solely to geographical areas where the business concern is not in competition with any business of the Company and any group company with which you were involved to a material extent in the 12 months before termination;

14.2.3 being engaged or concerned in any business concern, provided that your duties or work shall relate solely to services or activities of a kind with which you were not concerned to a material extent in the [period of twelve (12)] months before termination.

14.3 For clarity, it is stated that the restrictions imposed under aforementioned clause apply to the Employee acting:

(a) directly or indirectly; and

(b) on its own behalf or on behalf of, or in conjunction with, any firm, company or person

14.4 If the Employee receives an offer to be involved in a business concern in any capacity during the employment, or before the expiry of the last of the covenants in this Clause 13.1, the Employee shall give the person making the offer a copy of this Clause 13.1 and shall inform the Company the identity of that person and business concern as soon as possible after accepting the offer.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

14.5 Each of the restrictions contained in this Clause 13 is separate and distinct and is to be construed separately from the other such restrictions. The Employee hereby acknowledges that [he/she] considers such restrictions to be reasonable both individually and, in the aggregate, and that the duration, extent and application of each of such restrictions are no greater than is necessary for the protection of the goodwill of the business and the Company (and/or any of the group companies) and the remuneration being paid to the Employee hereunder takes into account and adequately compensates [him/her] for any restriction or restraint imposed thereby. However, if any such restriction shall be found to be void or unenforceable but would be valid or enforceable if some part or parts thereof were deleted or the period or area of application reduced, the Employee hereby agrees that such restriction shall apply with such modification as may be necessary to make it valid.

14.6 If your employment is transferred to any firm, company, person or entity other than a group company (the "New Employer"), you will, if required, enter into an agreement with the New Employer containing post-termination restrictions corresponding to those restrictions in this Clause 13.1, protecting the confidential information, trade secrets and business connections of the New Employer.

14.7 The Company and the Employee agree that this Clause 14 may be specifically enforced by preliminary and permanent injunction, it being acknowledged that a breach of this Clause might cause injury in respect of which damages would not provide an adequate remedy.

15. PERSONAL INFORMATION

The Employee agrees and understands that the Company (and/or any of the group companies) may, from time to time, during the course of [his/her] employment, require information from [him/her] (the "**Information**") including information that may be classified as "sensitive personal data or information" under the Information Technology (Amendment) Act, 2008. The Employee hereby authorizes the Company (and/or any of the croup companies) to collect, store, transmit using computer resources and use any and all Information (unless restricted by applicable law) provided by [him/her] to Company (and/or any of the group companies). The Employee further authorizes the Company (and the relevant group companies) to disclose the Information to other group companies or other persons for legitimate business reasons or for any other reason that the Company (and/or the relevant group company) may deem necessary irrespective of whether such group companies or third parties are located in India or any other country.

16. CODE OF CONDUCT

It is a condition of this offer and your acceptance that in terms of your business activities and personal endeavors, your conduct will be in accordance with Evosys policies.

(a) You will be required to maintain a high standard of work ethics and culture.

(b) Under no circumstances should you be absent or leave the workplace without proper consent from the company.

(c) You will abstain from getting into conflict with the local people, government or with the administration. In case of problems, you are required to bring it to the notice of your reporting Manager or Company Management at the place of assignment.

(d) In the matter of conduct, discipline, and other aspects of your engagement, you will be governed by the terms and conditions of the company, in force from time to time. When deputed to client's office, you will be governed by the work conditions as determined by the client. You should comply with the legal requirements of each country in which the Company conducts business.

17. ENTIRE AGREEMENT

17.1 This Agreement and the schedules and documents referred to herein contain the entire understanding of the Employee and the Company with respect to the employment of the Employee by the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company.

17.2 By executing this Agreement, the Employee hereby waives all claims that are existing or may accrue or

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

exist under any such prior agreements. This Agreement shall not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized representative of the Company.

18. SEVERABILITY

If any provision of this Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law, the remainder of this Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by applicable law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

19. GOVERNING LAW

This Agreement shall be governed by, and construed and enforced in accordance with, the laws of India. Subject to the provisions relating to arbitration, any court of competent jurisdiction in Ahmedabad, India shall have exclusive jurisdiction and venue in any proceeding instituted to enforce this Agreement and any objections to such jurisdiction and venue are hereby waived.

20. NOTICES

Any notice provided for in this Agreement shall be provided in writing. Notices shall be effective from the date of service, if served personally on the Party to whom notice is to be given, or on the 3rd (third) working day after mailing, if sent by registered post with acknowledgement due. Notices shall be properly addressed to the Parties at their respective addresses specified in the title Clause of this Agreement or to such other address as either Party may later specify in writing to the other Party.

21. WAIVERS

No delay or omission by the Company or the Employee in exercising any right under this Agreement shall operate as a waiver of that or any other right. Any waiver by a Party shall only be effective if issued by such Party in writing. A waiver or consent given by a Party on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion.

22. MODIFICATIONS AND AMENDMENTS

This Agreement may be modified or amended only by an instrument in writing executed by the Parties hereto and approved in writing by a duly authorized representative of the Company. The Parties agree that in no event shall an oral modification of this Agreement be enforceable or valid.

23. SET OFF

Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled to set off any amount owing to it from the Employee for any reason whatsoever against any amounts as may be owed to the Employee by the Company and the exercise of such set off by the Company shall be in full and final discharge of the obligations of the Company to make such payments to the Employee and the Employee shall have no claims against the Company in this regard.

24. SURVIVAL

The requirements and covenants of Clauses 5, 6,7, 12, 13, 14, 15,16, 18, 19, 20, 21, 22,23 and 24 and such other Clauses which by their nature survive termination, shall survive and continue in full force and effect after the termination of this Agreement and the termination of the Employee's employment pursuant to this Agreement. The requirements and covenants of such Clauses shall be binding upon the Employee's personal representatives to the extent applicable.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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25. MEDICAL FITNESS

By accepting this offer there is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are being employed.

THE PARTIES HAVE CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED AS OF THE DAY AND YEAR FIRST ABOVE WRITTEN

FOR AND ON BEHALF OF THE COMPANY



By:
Name : Sripathi B Acharya
Title : Head – Compensation & Benefits
Place : Mumbai

EMPLOYEE

By:
Name :
Place :

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SCHEDULE 1 : DETAILS OF SALARY

Name:	Akhilesh Kulkarni	
Designation:	Associate Consultant Functional	
PARTICULARS	**PER MONTH (INR)**	**PER ANNUM (INR)**
Fixed Cash Components		
Basic Salary	12,927	155,124
House Rent Allowance	6,464	77,568
India Allowance	3,525	42,300
Advance Bonus	2,000	24,000
Other Allowance	1,361	16,332
Employee's Contribution to PF	1,551	18,612
Total Fixed Cash Compensation (A)	**27,828**	**333,936**
Fixed Non-Cash Components		
Gratuity	621	7,452
Employer's Contribution to PF	1,551	18,612
Total Fixed Non-Cash Compensation (B)	**2,172**	**26,064**
Total CTC (A+B)	**30,000**	**360,000**

Notes:

- India allowance will be applicable only when an employee works from India location. The same will not be applicable whenever the employee is deputed onsite.
- Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.
- PF - Employee contribution and PF - Employer Contribution are a part of CTC.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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MUMBAI

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6150164/1376304,

07/15/2022,
Shyam Purushottam Goli.

BDD CHAWL 91
Mumbai, Maharashtra
India.

Confidential

Dear Shyam Purushottam Goli,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini** ' or **'Company')** starting from **07/21/2022** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**.

B) You will be required to work at the Company's offices in **Mumbai**.

C) You have to report by 8:30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Analyst

Total Cost to Company (CTC). Rs.400,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.1,890.00	Rs.22,680.00
Other Allowances and Reimbursements – 2 +	Rs.839.00	Rs.10,068.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.29,878.00	Rs.358,536.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.388,800.00
Total Cash Compensation		Rs.388,800.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
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MUMBAI

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) You shall be eligible for following additional one-time payout:

- **Special Incentive**:You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)**. post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
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MUMBAI

J.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

   a. You will submit relevant documents as mandated by the Company.

   b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.

   c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.

   d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.

   e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.

   f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini).

   g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared; and

   h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

   i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

      a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 09/19/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Back ground verification link given along with the welcome mail of the offer.

   j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

   k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

K.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited

Anilkumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: **Shyam Purushottam Goli**

Date: **07/15/2022**

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited (**"Capgemini"** or **"Company"**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company.

b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates.

c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

5.15 You hereby represent to the Company that:

a) you are legally permitted to reside and be employed in India.

b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.

c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.

d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.

e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.

d) prevent the unauthorized use, dissemination or publication of such Confidential Information.

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.

f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

a) was in your possession before receiving the same from the Company pursuant to this Letter.

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith.

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini 's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop,laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

(i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.

(iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

(v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

c.) Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

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CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, Shyam Purushottam Goli residing at B.D.D Chawl 91, Room no: 38, D.N. Wakrikar Marg, Worli-18 , do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra(hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
   a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
   b) payroll processing agencies for processing my payroll (including reimbursement claims),
   c) law enforcement agencies,
   d) to comply with a judicial/quasi-judicial order,
   e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
   f) insurance companies for the purpose of group insurance, personal accident insurance etc.
   g) service providers providing services for biometric access to office premises for monitoring attendance,
   h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
   a.) affiliates of the Company for administrative purposes and/or audit;
   b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name: Shyam Purushottam Goli
Signature: 
Date: 20 July 2022

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ANNEXURE I (A)

Onboarding Documents

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you.
2.	Employment Documents: **Current Employment(Immediate Previous)** a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16/Form 16A d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment**Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	**Education Documents** a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate (If applicable) e) Any other relevant certificate
4.	**Proof of Identity/ Address** a) PAN Card b) AADHAAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs i) Voters Id ii) Driving License iii) Ration card IV) Electricity Bills V) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs (6 nos.)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s) (if applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shops & Commercial Establishment Registration Certificate d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details – Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

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ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Graduation/Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>. (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address backgroundverification.in@capgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked*

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders. Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

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Friday, 17 Jun 2022

Ms. Shruti Ambavade

614,6Th Floor,A4,New Sra Building,Near Ayappa Mandir,Hanuman Nagar, Akurli Road,Kandivali East

Mumbai

Maharashtra

Letter of Appointment

Dear Shruti,

We are pleased to appoint you as a confirmed employee with effect your date of joining **07 Jun 2022**, designated as **Associate Analyst** at our Thane office. The terms and conditions governing your employment are enumerated in this letter Agreement as follows:

1. **Salary:** Your Total Compensation will be:

With Effect From	Total Compensation
Date of Joining	₹ 400,000/- (Rupees Four Lakh(s) Only)
After Completion of 1st Year	₹ 500,000/- (Rupees Five Lakh(s) Only)

The detailed break-up of your Total Compensation effective your date of joining is specified in Annexure I.

You are required to keep your salary information confidential always and not disclose it to anybody else in the Company.

2. **Confidentiality:** During the term of your employment, and at any time thereafter, you shall maintain strict confidentiality and not divulge, disclose, or impart to any person/organization "Confidential Information" about Ugam and its subsidiary, group, associate companies, ("the Company"), received by you by virtue of your employment in the Company. You may access and retain copies (either in physical or electronic format) of, all such Confidential Information, only to the extent required for the effective discharge of your duties. In any case, you will not be permitted to transmit such Confidential Information, in any format whatsoever, outside the facilities of the Company. You shall strictly abide by the terms of the Non-Disclosure Agreement executed by you with the Company during the term of your contract with the Company and thereafter.

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MUMBAI

3. **Intellectual Property:** The rights to any inventions, improvements, discoveries, concepts, ideas, systems, methods, computer programs, proprietary models, databases, computer software and works of authorship related to Company's operations and arising out of any work done during your employment or created using Company's infrastructure and/ or resources would automatically vest with the

   Company ("Company Intellectual Property"). In this connection, where required, the Company may obtain patent rights in its name (or jointly with others) based on your invention, discovery, or other creative effort, whether arising directly for work done during your employment or otherwise created using Company's infrastructure and/ or resources. Further, you agree that all such work created by you are "Works

   Made for Hire" and the Company may seek copyright registration for such work. You agree that all other work, whether copyrightable or not, including without limitation any works which may be deemed by competent authority not to be 'Works made for Hire', created as above, are hereby assigned to the Company, including without limitation all right, title and interest in and to the copyright thereof throughout the world including all moral rights, all renewals and extensions thereof and the right to make and distribute copies in any media, to translate, and/or make derivative works there from. You agree to execute for all registrations, assignments, transfer documents and other instruments necessary or desirable in the reasonable opinion of the Company to record any assignment or registration of copyright or other transfer of ownership in any work.
   You are specifically made aware that you will not be liable to any compensation for such acts, and that any rewards which the Company may choose to bestow will not be deemed to confer any rights towards that invention, discovery, or improvement in the above for you. It is explicitly agreed that you do not have any right to use the work created herein in any other engagement.

4. **Software Copyright Act:** We enforce the copyright act and any unauthorized copying of software, documentation, manuals etc. is an infringement of this act and is a disciplinary offence.

5. **Job Assignments:** During your employment you may be given any assignment arising out of the Company's business that the management, in its judgment, reasonably feels is suited to your background, qualifications or experience. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your usual duties during your employment.

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6. **Business Continuity:** The Company may from time to time impart or/and sponsor you for training in specialized areas, including but not limited to, training on the use of industry standard software tools and applications, client proprietary software tools and applications, and general management and performance improvement. You may also be required to take important assignments abroad. For such activities you will be required to execute a Business Continuity Agreement to serve the Company for a minimum specified period from the beginning of such special training/ important assignments. The period of such service shall be decided on a case to case basis.

7. **Relocation / Deputation:** The Company may, in its business interests, or in exigencies, relocate/ depute you to its office/s, subsidiaries, or affiliates, in India or abroad, or at customers' locations. In such cases of relocation/ deputation, you will be governed by the Company's transfer policy and guidelines.

8. **Termination of regular employment:**
   a) **Termination on insolvency:**
   If you become bankrupt or be adjudged insolvent or compound with your creditors, the Company shall be entitled to terminate forthwith without any notice or payment in lieu of notice.
   b) **Termination on discovery and/ or identification of criminal records:**
   If the Company, at any time during the subsistence of your employment, discovers and/ or identifies that you were convicted or are being convicted of any criminal offence or have had any past criminal records, the Company shall be entitled to terminate forthwith without any notice or payment in lieu of notice.
   c) **Termination on incorrect past records:**
   Your appointment is substantially based on the information provided by you. If it is found at any stage that the information provided by you is incorrect or that some information is suppressed, such act shall make you liable to immediate removal from the services of the Company. In such events, it would not be necessary for the Company to give you any notice, or payment in lieu thereof, whatsoever.
   d) **Termination on misconduct or breach of the service conditions or provisions of this letter:** If you shall at any time be guilty of misconduct, commit any breach of the service conditions or refuse or wilfully neglect to perform to the satisfaction of the Company any of the duties entrusted upon you or commit any other act which in the opinion of the Company is prejudicial to the interest of or is an act of misconduct, the Company may at once, without any previous notice, terminate your services, apart from any action which the Company may take against you for breach of contract as deemed appropriate. In such events, it would not be necessary for the Company to give you any notice, or payment in lieu thereof, whatsoever.
   e) **Company's decision on termination to be final and binding:** The Company's decision as to the occurrence of any events mentioned to clause 9a and 9b above shall be final and binding on you and you shall not be entitled to question the same on any ground whatsoever.

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MUMBAI

f) **Termination by Notice:**

Without prejudice to clause 9a, 9b, 9c, 9d above, on being confirmed as a permanent employee, your appointment is terminable by either side giving **Two** months' notice in writing or payment in lieu thereof. However, in case of termination on the ground of gross misconduct, no notice period is required to be given by the Company. Your payment in lieu of notice period will however be subject to acceptance by the Company. You shall be governed by the resignation/ separation policy of the Company as applicable from time to time. In the event you serve a notice of termination of employment, any unauthorized shortfall in notice will be viewed as breach of contract and the Company reserves the right to take appropriate legal action against such person.

All notices under this letter shall be in writing and shall be served by email or by sending the same by Registered Post addressed to either party at the address hereinbefore written and in proving service, it shall be sufficient to show that the same has been properly addressed and posted.

Also, in the event of termination of employment because of any of the aforementioned clauses, if the Company is required to recover any payment from you, the Company reserves the right to adjust any payments due to you including but not limited to any payments arising out of any statutory obligations.

9. **Non-solicitation:** For the duration of your employment at the Company, and for a period of twelve (12) months thereafter, you shall not directly or indirectly either for yourself or as an agent of or in conjunction with any person or entity:
   a) Solicit employment with, nor respond to the solicitation of your employment by, any of the Company's clients, either directly or indirectly.
   b) Solicit and enter in to any business relationship for offering or selling Business Process Outsourcing, Analytics or Tech Services, Information Technology Enabled Services, computer software development and support and professional services, to any customer,
   client, licensor, licensee, or any other business associate of the Company to the detriment of the Company.
   c) Solicit, recruit, attempt to recruit, hire, attempt to hire, encourage, or support any employee of the Company to leave the employment of the Company.
   d) Solicit, encourage, or support any supplier of goods or services, contractor, or consultant of the Company to discontinue supplies, contracting or providing services to the Company.

10. **Guiding Principles, Policies & Procedures:**
   a) **Working Hours:** The standard work week for employees will be governed by the rules of the Company in this regard. The exact work timings will however be based on and may vary as per business needs and may require you to work in night shifts. You are expected to report to work promptly at the scheduled time each work day.
   b) **Leave:** You will be entitled for leave as per the leave policy of the Company.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

c) The employee shall retire on his/her reaching the age of fifty-eight (58) years or earlier if found medically unfit for the job assigned to him/ her at the sole discretion of the Company. The age or date of birth already given by the employee in his/her application or provident fund declaration, whichever is earlier shall be treated as binding and final. The Company may at its discretion extend the term of employment beyond the age of retirement on such terms specifically decided and agreed.

d) You will not take any direct/ indirect business or work, honorary or remunerators except with the prior written permission of the management in each case.

e) You will keep us informed of any change in your residential address, civil or marital status and other such matters.

f) Taxes and Deductions such as Income Tax, Professional Tax, and or any other statutory payments would be to your account.

g) You will not seek membership of any local/ public body without obtaining prior permission of the Management in each case.

h) You are required to strictly adhere to the policies of the Company governing the use of the computing and telecommunication facilities which prohibits, among other things, the usage, download, storage and distribution of pornographic material, job sites, and viruses or any other material, from the internet or any other source, that may be potentially harmful to the business of the Company.

i) You will be responsible for safe keeping and return in good condition/order, whenever demanded by the Company all Company owned/leased/hired property, which is/will be in your use, custody or charge for the business purpose of the Company during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from the employee by the Company. You will always abide by the instructions given to you for their handling, legal, commercial and insurance related matters pertaining to the said property.

j) You will observe general decorum and discipline and will be governed by policies and procedures and its guidelines as in force from time to time. The Company shall have the right to vary or modify any of the terms and conditions of service at any time, which shall be binding on you and shall override this letter to that extent.

k) You agree that you will not at any time after the termination of your employment, either personally or by your agent directly or indirectly represent yourself as being in anyway connected with or interested in the business of the Company.

l) **Waiver:** The failure of the Company at any time to demand strict performance by the employee of any of the provisions of this letter shall not be construed as a continuing waiver or relinquishment and the Company may, at any time demand strict and complete performance by the employee of the said provisions.

m) **Entire agreement:** This letter sets forth the entire understanding of the Parties with respect to the subject matter hereof and supersedes all prior agreements between them relating thereto.

Ugam Solutions Pvt. Ltd.
6th Floor, B-Wing, Prism Tower, Malad Link Road, Goregaon (West), Mumbai - 400104.
Unit no. A1, A2, A3 & B1, 4th Floor, Building no. 1, Ashar IT Park, 162 Road, Wagle Industrial Estate, Thane (West), Thane - 400 604.
Registered Office : 31st Floor, Sunshine Tower, Senapati Bapat Marg, Dadar (West), Mumbai - 400 013.
Board Line No.: +91 22 6652 7300 **Email** : info@ugamsolutions.com **Website** : www.ugamsolutions.com
CIN : U72900MH2000PTC125592

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MUMBAI

n) Further Acts and assurances: Each of the Parties agree to execute and deliver all such further instruments, and to do and perform all such further acts and things, as shall be necessary or convenient to carry out the provisions of this letter.

11. **Loss of Lien:** In case of your overstaying sanctioned leave, or any absence without permission of more than 5 (five) consecutive working days, you shall lose lien of your services and the Company will be entitled to strike off your name from its rolls, without any reference to you.

12. **Indemnity:** You expressly agree to defend, indemnify and hold the Company harmless from and against all claims, demands, damages, injuries, expenses and liability arising from your acts of omissions or negligence.

13. **Jurisdiction:** Any dispute arising out of the employment or terms of service shall be subject to the jurisdiction of competent court in Mumbai.

14. **Severability:** All terms and provisions of this letter are severable and any term or provision of this letter or any application thereof which may be prohibited or unenforceable by law shall be ineffective to the extent of such prohibition or unenforceability without affecting the remainder of this letter or any other application of such term or provision.

15. **Successors and Assigns:** The Company shall have the right to assign its rights, obligations and privileges hereunder to an assignee that agrees in writing to be bound by the terms and conditions of this letter Agreement. The terms and conditions of this Agreement shall also bind and inure to the benefit of the permitted successors of the Company. You shall not assign any of your rights, obligations or hereunder without the prior written consent of the Company.

16. **Survival:** Upon the termination of your employment with the Company, due to the provision of clause 9 above or otherwise, clauses 3, 4, 5 and 10 above shall survive and continue in effect.

17. **Reference and Background Check:** The letter of appointment will be considered void and an employee will be required to leave with immediate effect under no dues condition from the company, in case of unsatisfactory or negative reference or background check identified at any time later than the date of this letter, whether conducted by the company or third party.

18. **Personal information:** The Company shall request personal information and related documentation about yourself and/or dependents including but not limited to full name, residential address, date of birth, nationality, bank account information, gender, personal email address, contact information, emergency contact information, marital status, education details, prior work experience details, blood group, Passport, Visa information, PAN Card Number, Aadhar Card, Social Security Number, National Insurance Number on the day of joining or anytime during your tenure of employment.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

The Company shall collect such information for purposes including but not limited to: a) submission to regulatory/enforcement authorities. b) providing proof of employment as requested c) deriving various employee demographics and sharing the same with relevant stakeholders including but not limited to clients, potential clients, vendors, shareholders, regulatory/enforcement authorities.

All such information collected shall be Company's property and shall be stored as per policy with the Company. During your employment you shall be responsible to update the Company's records in case there is any change in the above information. Such information as mentioned above shall not be updated after last day of your employment with the Company.

Your information shall be stored on highly secured server on the Company's premises or on secured server on the cloud. Access to this information including any personal documentation shall be highly restricted to the required stakeholders only.

During your employment, you shall have the right to a) access such information b) request for updating/correcting such information by providing relevant supporting evidence c) know how and where your information is stored.

On signing this letter you hereby give your consent to Company to capture, store and maintain such details provided by you for any official purpose, as per applicable rules/regulations/guidelines."

19. **Validity of the Appointment:** This appointment is valid a) subject to receipt of satisfactory responses/ feedback during reference and background checks to be made with your previous employers, b) subject to your acceptance of the letter of intent / offer within one week of receipt.

20. **Acceptance:** The terms and conditions of your appointment will remain valid till the Company informs you about any change/ modifications and the said changes will override the terms and conditions of this letter from that date onwards. If the terms and conditions of appointment enumerated in this letter, including its annexure, are acceptable to you, please confirm your acceptance by signing on the duplicate copy of this letter and returning it to the Company.

21. **Force Majeure:** Neither Party shall be liable to the other for any delay or failure in the performance of any of its duties and obligations under this letter to the extent that such delay or failure is caused by any event or circumstances beyond its control including any Acts of God.

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We wish you a long and successful career at Ugam!

Yours faithfully,

Vaishali Mehta
Sr. Vice President - Human Capital Management

Acknowledgement

I accept this letter, its terms and conditions and agree to join on or before **07 Jun 2022**.

Name: **Shruti Ambavade**

Signature: _____ Date: Jun 22, 2022

Ugam Solutions Pvt. Ltd.
6th Floor, B-Wing, Prism Tower, Malad Link Road, Goregaon (West), Mumbai - 400104.
Unit no. A1, A2, A3 & B1, 4th Floor, Building no. 1, Ashar IT Park, 16Z Road, Wagle Industrial Estate, Thane (West), Thane - 400 604.
Registered Office : 31st Floor, Sunshine Tower, Senapati Bapat Marg, Dadar (West), Mumbai - 400 013.
Board Line No.: +91 22 6652 7300 **Email** : info@ugamsolutions.com **Website** : www.ugamsolutions.com
CIN : U72900MH2000PTC125592

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Annexure II

Non-Disclosure Agreement

This Non-Disclosure Agreement ("Agreement") is entered into as of the date of employment i.e. **07 Jun 2022** (the "Effective Date") by and between **Shruti Ambavade**, residing at 614,6Th Floor,A4,New Sra Building,Near Ayappa Mandir,Hanuman Nagar, Akurli Road,Kandivali East Mumbai Maharashtra employed as **Associate Analyst** – (hereinafter "Employee") and **Ugam Solutions Pvt. Ltd.**, a company registered under the Companies Act, 1956, having its principal place of business at Prism Tower – B Wing, 6th Floor, Malad Link Road, Goregaon (West) Mumbai – 400 062 (hereinafter "Ugam"). Employee and Ugam agree as follows:

1. "Confidential Information" is all technical and non-technical information of Ugam, its subsidiary, group or associate companies or information about its clients, customers, vendors suppliers or employees, being disclosed by Ugam to Employee or have gained knowledge about such information by virtue of your employment with Ugam, including but not limited to Company's Intellectual Property, product information/product cost, gross margin, business and operations information, plans and pricing, financials, budget, marketing plans and strategies, business strategies, customer information, employee list and information, client or prospective client list, vendor or prospective vendor list, projects, data, research and development, software, computer programs, source code, APIs, specifications, designs, proprietary formulae and proprietary algorithms belonging to Ugam or its Clients, trade secrets, know-how, ideas, concepts disclosed whether orally or as embodied in tangible materials. Confidential Information shall also include information contained in projects executed by the Company (such as scope of work, Company's client information, questions, responses, analyses, costs, pricing, methods, and reports), marketing surveys, manuals, memoranda, price lists, employee programs, records, training methods, personnel information, all other proprietary information, whether or not designated, legended, or otherwise identified by the Company as Confidential Information. Confidential Information shall also include all names and addresses of employees of the Company, comparable confidential information of the Company's clients, including without limitations all survey questions and responses; and you shall specifically acknowledge that as a general matter, all client-supplied information is considered as Confidential Information.

2. Employee will: (a) hold Ugam's Confidential Information in confidence; (b) restrict disclosure of such Confidential Information to those of the Company's employees or agents with a need to know such information and who have previously agreed (e.g. as a condition to their employment or agency) to be bound by terms respecting the protection of Confidential Information which are substantially similar to those of this Agreement and which would extend to Ugam's Confidential Information; (c) use such Confidential Information only for the purposes for which it was disclosed; and (d) to the extent applicable, not modify, reverse engineer, decompile, create other works from, or disassemble any such Confidential Information unless otherwise specified in writing by Ugam.

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3. The provision of any such Confidential Information by Ugam does not constitute a license or transfer under any intellectual property rights of Ugam except as expressly provided herein. In addition, the existence and terms of this Agreement and the fact that discussions have taken, are taking, or may take place may not be disclosed by Employee without Ugam's prior written consent.

4. The Employee agrees that notwithstanding the separation of his/ her employment with Ugam for any reason whatsoever, the Employee will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of Ugam.

5. The restrictions in Section 2 will not apply to Confidential Information to the extent it (a) was in the public domain at the time of disclosure; (b) became publicly available after disclosure without breach of this Agreement; (c) was lawfully received by Employee from a third party without such restrictions; (d) was known to Employee without such restrictions prior to its receipt from Ugam; (e) was independently developed by Employee without breach of this Agreement; (f) was generally made available to third parties by Ugam without such restriction; or (g) is required to be disclosed by Employee pursuant to judicial order or other compulsion of law, provided that Employee will provide to Ugam prompt notice of such order and comply with any protective order imposed on such disclosure.

6. Upon intimation from Ugam, all copies of Ugam's Confidential Information in the possession of Employee will be returned to Ugam or promptly destroyed to the satisfaction of Ugam.

7. Employee acknowledges that the unauthorized use or disclosure of any Confidential Information would cause Ugam to incur irreparable harm and significant damages, the degree of which may be difficult to ascertain. Accordingly, Employee acknowledges that Ugam will have the right to obtain immediate equitable relief to enjoin any unauthorized use or disclosure of its Confidential Information, in addition to any other rights or remedies that it may have at law or otherwise.

8. Any misconduct or breach of any of the terms and conditions of this Agreement shall make the Employee liable to immediate removal from the services of the Company apart from any action which the Company may take against the Employee for breach of Agreement as deemed appropriate. In such events it would not be necessary for the Company to give the Employee any notice, or payment in lieu thereof, whatsoever. Further, employee shall be liable to indemnify and hold Ugam harmless against any losses, costs, claims, damages, or expenses incurred by Ugam either as a result of the unauthorized disclosure by Employee of any of the Information or because of the breach of any of the terms of this Agreement by Employee.

Ugam Solutions Pvt. Ltd.
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9. This Agreement is effective as of the Effective Date and may be terminated by Ugam at any time upon written notice. However, Employee's obligations under Section 2 with respect to Ugam's Confidential Information that has been disclosed to Employee during the term of this Agreement will survive any such termination unless and until such Confidential Information falls within Section 5. In addition, Section 7 and this Section 9 will survive any such termination of this Agreement.

10. This Agreement supersedes all previous agreements between the parties regarding the Confidential Information and cannot be cancelled, assigned, or modified except by the written agreement of both parties. The validity, interpretation and performance of this Agreement and any dispute connected herewith shall be governed by and construed in accordance with the laws of India and shall be subject to the jurisdiction of the Courts in Mumbai, without giving effect to conflict of law provisions or to constructive presumptions favoring either party.

11. All notices, requests and other communications called for by this Agreement will be deemed to have been given immediately if made by through post by registered letter addressed to the physical address above or hand delivered to the Employee, and if to Ugam at the fax number or physical address set forth below, or to such other fax numbers or addresses as either party may specify to the other in writing. Notice by any other means will be deemed made when received by the party to which notice is provided.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

Employee Signature:

Employee Name: Shruti Ambavade

Employee Designation: Associate Analyst

Authorised signatory for Ugam Solutions Pvt. Ltd.

Vaishali Mehta
Sr. Vice President - Human Capital Management

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Ugam Solutions Pvt. Ltd.		
Name	Shruti Ambavade	
Designation	Associate Analyst	
With effect from	07 Jun 2022	
Annexure I: Salary Structure (in ₹)		
Salary Heads	**Per Month**	**Per Annum**
Fixed Components (FC)	**26,085**	**313,017**
Basic Salary	15,917	191,000
HRA	7,958	95,500
Hybrid Workplace Allowance	1,000	12,000
Special Allowance	1,210	14,517
Bonus (B) +	**3,183**	**38,200**
Gross Salary (G)	**29,268**	**351,217**
Retirals & Mediclaim (RM)	**1,800**	**48,783**
Co. Contribution to PF	1,800	21,600
Gratuity ++	-	9,183
Mediclaim Premium +++	-	18,000
Total Compensation (G + RM)	**31,068**	**400,000**
Take Home Before Tax (G - PF)	**27,468**	**329,617**

+++ Insurances

1. Group Mediclaim of ₹ 300,000/- for Employee + 5 Dependents
2. Group Personal Accidental death coverage of ₹ 20 Lakhs or 2 times your Total Compensation, whichever is higher
3. Group Term Life Insurance of ₹ 20 Lakhs or ₹ 12 lakhs + 1.5 times the Total Compensation, whichever is higher

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Notes

** Non-Taxable and shall be paid based on submission of appropriate bills. Any amount for which bills are not submitted shall be paid as taxable at the end of the Financial Year.
+ Includes any bonus payable as per 'The Payment of Bonus Act'
^ Performance based pay will be paid based on annual performance assessment as per the Performance Management & Variable Pay policy
++ Payable as per 'The Payment of Gratuity Act'
~ To be paid for expenses incurred by the employee for business purposes and are non-taxable subject to submission of appropriate bills.
ESIC: 0.75% of your monthly gross salary will be deducted per month towards Employee ESIC contribution (only if your monthly gross salary is less than INR 21,000/-).The company will also contribute additional 3.25% of your monthly gross salary towards Employer ESIC contribution.
Labour Welfare Fund: Annual contribution of INR 12/- will be deducted from employees based out of Maharashtra (in Jun & Dec salary) and INR 20/- & INR 10/- in Dec salary from employees based out of Karnataka & Tamil Nadu, respectively.
Additional Night Shift & Food Allowance of ₹ 350/- for every night shift worked

Vaishali Mehta
Sr. Vice President - Human Capital Management

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Date: Friday, 17 Jun 2022

Ms. Shruti Ambavade

614,6Th Floor,A4,New Sra Building,Near Ayappa Mandir,Hanuman Nagar, Akurli Road,Kandivali East Mumbai

Maharashtra

Sub: **Payment of Retention Bonus.**

Dear Shruti,

Further to the Appointment Letter dated 07 Jun 2022 and as a part of the agreed terms between the Company and yourself, the Company agrees to pay you **Rs. 100,000/- (Rupees One Lakh(s) Only)**, subject to deduction of tax at source as per the applicable provisions of the Income Tax Act and Rules thereunder, towards retention bonus. This amount shall be payable to you on upon successful completion of your employment till **06 Jun 2023** along with **Jun, 2023** salary.

In consideration of the above, you hereby agree that in the event you wish to leave the Company at any time before the expiry of **06 Jun 2023** (12)months from the date of joining, you shall not be eligible for any such payment and shall not claim the same from the Company.

Yours Faithfully,

Vaishali Mehta
Sr. Vice President - Human Capital Management

Ugam Solutions Pvt. Ltd.

Agreed and accepted:

Shruti Ambavade

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Appointment_Letter_Shruti Ambavade_17-Jun-2022_17-46.pdf

Final Audit Report 2022-06-22

Created:	2022-06-17
By:	Imran Mansoori (hrservices@ugamsolutions.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAiGyiwwhkTNq2Hj-LgwRKl-Hgcj6VAix0

"Appointment_Letter_Shruti Ambavade_17-Jun-2022_17-46.pdf" History

Document created by Imran Mansoori (hrservices@ugamsolutions.com)
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Document emailed to shruti ambavade (shrutiambavade@gmail.com) for signature
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Document e-signed by shruti ambavade (shrutiambavade@gmail.com)
Signature Date: 2022-06-22 - 9:14:27 AM GMT - Time Source: server

Agreement completed.
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Adobe Acrobat Sign

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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THIS EMPLOYMENT AGREEMENT made at Mumbai on this Monday, 20th December 2021 between **Headstrait Software LLP** (hereinafter referred to as Headstrait or Firm) - a body corporate constituted under the Limited Liability Partnership Act 2008, and having its Registered Office at A-2402 Oberoi Exquisite, Oberoi Gardens, Goregaon East, Mumbai 400063 of the First Part and **Mr. Adithya Gangadhar Shetty**, S/O **Mr. Gangadhar Shetty** residing at **Room no 6 Munir Ahmed Chawl Nr Jama Masjid Kashimira Mira Road East Thane 401107** (hereinafter referred to as "Employee") of the **Second Part**.

WHEREAS Headstrait, which is a Software firm and is involved in the business of developing, testing, maintaining, and supporting software applications as well as training and placement for IT related Services and Consulting.

WHEREAS the Software Development techniques and development of software applications end-to-end can be acquired mainly through special training and / or on the job training (Apprenticeship) during service in the Firm or with one of its clients including apprenticeship and/ or probation period involves an investment by the Firm of at least Rs.1 Lakh (One Lakh only) including costs both direct and indirect, financial and unliquidated, related to faculty, curriculum development, server infrastructure, computer techniques, cloud infrastructure, time, support facilities, stipend / salary of Employee while in training, IT IS NOW HEREBY AGREED AS UNDER:

1. Employee will join Headstrait on **Monday, 17th January, 2022** as an Apprentice for a period of 4 to 6 months, depending on performance.

2. The term of this employment agreement is that Employee agrees to serve the Firm for a minimum period of **24 months inclusive of the said apprenticeship period.**

3. During the Employee's Apprenticeship period, Headstrait will pay the Employee/Intern a monthly stipend of **Rs.10,000** (Rupees Ten Thousand only).

4. After the Apprenticeship period the Employee will be placed as a **Full Stack Developer** and will be paid a total annual compensation of **Rs.6,00,000** (Rupees Six Lakhs only) per annum. This package includes a fixed compensation of **Rs.5,00,000** (Rupees Five Lakhs only) per annum and variable (performance based) incentive compensation of **Rs.1,00,000** (Rupees One Lakh only).

5. Employee will be eligible for an increment and incentive compensation at the beginning of every financial year starting April 2023.

6. Employee undertakes to serve Headstrait at its Mumbai office or any of its Branches/ Offices or its Client Offices to which he/she may be transferred / placed or from Employee's home (as agreed with his/her manager).

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7. Employee agrees not to take employment with any other person, firm or company or be a freelancer during the period of employment with Headstrait.

8. By way of guarantee for due performance of all the terms and conditions contained in the Agreement during the period of the agreement, Employee agrees that if he/she leaves/resigns/abandons the services or violates the terms of this Agreement, Employee will pay the Firm Rs.1,00,000/-(Rupees One Lac only) as reimbursement of training costs incurred by the Firm for providing on-the-job training with pay to him / her and give 3 calendar month's written notice.

9. Employee acknowledges that he/she has had an opportunity to consult with an advocate / attorney concerning the meaning, import, and legal significance of this Agreement, and has read this Agreement, as signified by Employee's signature hereto, and is voluntarily executing this Agreement.

10. In the event of any dispute or disagreement over the interpretation of any of the terms herein above contained or any claim of liability of any part shall be the sole discretion of Headstrait.

11. The first 6 months of employment will be a probationary period, including time spent as an apprentice. If the Employee is unable to meet the requirements of the role during this period, Headstrait may decide to terminate the services of the Employee, and will pay the Employee his/her stipend for the remainder of the month.

12. Post the above Apprenticeship period, if Headstrait decides to terminate the Employee for any reason, it shall give the employee 3 (three) months' notice in writing, and may at its discretion, pay salary in lieu of the three-months' service during the notice period and waive any remainder of the 24-month service requirement in clause 8 above.

Address for the purpose of service:

All communications between Employee and Headstrait shall be deemed to have been effectively served if addressed to the addresses stated above for the Firm and Employee or via email.

Any change in the above addresses of any of the concerned parties shall be intimated to the other parties by the party whose address has changed within a period of seven days of such change. If no such change has been intimated or received, the addresses mentioned above shall be deemed to be the addresses of the concerned parties.

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Employee Affirmation

By signing this agreement, I undertake that I am entering into this agreement of my own free will. No one, including Headstrait Software LLP, has exerted any undue pressure or influence on me in this regard. I have had reasonable time to determine whether entering into this agreement is in my best interest.

Employee Signature



Name: **Adithya Gangadhar Shetty** Date: 21/12/21

Accepted for and on behalf of
Headstrait Software LLP



Name: Anushree Kumar

Title: HR/ Administrative Officer Date: 20/12/2021



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CK BIRLA GROUP

birlasoft

BSL/HR/APPT/2022-801862

Krutik Dipesh Raut
H.no.363,wadi aali,varor,
Boisar, Maharashtra, 401503

Letter of Offer-cum-Appointment

Dear Krutik Dipesh Raut,

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer (3B) with Birlasoft Limited ("Birlasoft").

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before June 9, 2022.

This Letter of OffercumAppointment and its terms will become effective only from the date of your joining and post issuance of \ Letter of Confirmation of Appointment\ by HR upon your joining.

The emphasis in our journey together will be aligned to our Core Values of being **"Engaged, Dependable and Challenger"** , and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintain a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience, and perspectives of each employee that make us successful. We are confident that Birlasoft and you will make a great team.

Your employment with us will be governed by the terms and conditions as detailed in Annexure A. Your compensation would be as outlined in Annexure B.

Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

It is a precondition to your joining that on or before the date of joining, you would be required to furnish filled in 'Employment Application Form' along with photocopies of all documents as listed in Annexure D.

During the course of your employment with the Company, you will be subject to terms and conditions set out in this offer letter and the Company's policies, practices and procedures, as notified to the employees of the company, from time to time.

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

Yours sincerely,
For and behalf of Birlasoft Limited.

Girish Sharma
Senior Vice President

DOJ:- 09/06/2022
Sign

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randstad

Staffing | Search & Selection | HR Solutions | Inhouse Services

Date:16-08-2022

Welcome Note

Dear **Mr. Modi Manmikkumar Samarbhai**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial.You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to Click here to log in Randstad Portal
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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MUMBAI

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Staffing | Search & Selection | HR Solutions | Inhouse Services

Date: 16-08-2022

To,
Mr. Modi Marmikkumar Samarbhai,
Empcode -1579029

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organization as Junior Associate, for a fixed period of employment, on the following terms and conditions:

1. Randstad agrees to employ you and you agree to be employed and assigned to work for Randstad's client organization (herein the **Crisil Risk & Infrastructure Solution Limited**), the relationship of which is governed by the Services Agreement dated 01-06-2022 (hereinafter the **"Services Agreement"**).

2. Your contract of employment shall be valid for a period of 1 year from 27-07-2022 to 26-07-2023. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.

3. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.

4. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.You hereby agree to potential relocations as may be required by Randstad or its Client.

5. Details of your salary break up with components is as per the Annexure 1. If you work for less than a month, your salary will be calculated on a pro-data basis.

   You will be personally responsible and liable for all personal income or other taxes associated with your employment.

   Randstad shall pay your salary to your bank account, as this information is provided by you to Randstad, no later than the 30th of each month, subject to any mandatory deductions imposed by law.

6. You shall report during the normal work hours currently in force at Client's establishment or such other hours as the Client may require. Should you need to work in excess of the normal hours of work, you must secure an overtime authorization form for the approval of the duly designated Randstad employee. The said employee will, in turn, coordinate with the Client.

   You understand that the normal hours of work of the Client may vary from time to time depending on the Client's needs.

   Randstad shall be entitled to revise the working day(s) and working hour(s) according to the type, needs and circumstances of the Client.

7. Provident Fund will be remitted as per law, applicable from time to time.It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit

8. You will be covered under a Medical Insurance upto 200000 per annum and Group Accident Insurance Scheme of 300000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.

9. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.

10. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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11. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Crisil Risk & Infrastructure Solution Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.

12. In addition, to the terms of appointment mentioned above, you are also governed by the combined rules and procedures and any other annexures contained in this letter and you are required to read and acknowledge these in conjunction.

13. This contract shall be terminable by either party giving 15 days notice in writing or salary in lieu of notice, to the other.

14. At Randstad your privacy is important to us. By submitting your personal information,you have agreed and consented to Randstads processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Modi Marmikkumar Samarbhai have read and hereby accept the above mentioned terms and conditions

Signature : 2340067

Date : 16-08-2022 21:10:30

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
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Date: 16-08-2022

Mr. Modi Marmikkumar Samarbhai,
Empcode -1579029

DEPUTATION LETTER

Further to clauses 1 and 4 of your letter of employment, we are pleased to advise you that your services are being deputed to our Crisil Risk & Infrastructure Solution Limited with effect from 27-07-2022 ("DOJ") at their MUMBAI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 27-07-2022, be required to work at our clients office/ premises at any of their locations. You may be requested to relocate to different location(s).

2. During the tenure of the deputation, you will continue to be an employee of Randstad.

3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Crisil Risk & Infrastructure Solution Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s) of the Crisil Risk & Infrastructure Solution Limited.

4. You shall also abide by any training that may be offered to you by Crisil Risk & Infrastructure Solution Limited.

5. You shall be bound to follow the working hours of Crisil Risk & Infrastructure Solution Limited.

Working terms:	**Working Day:** Not exceeding 6 days per week (Mon-Fri) or (Mon-Sat)
	Working Hours: Not exceeding 48 hours per week
	Rest Periods during work/**Break:** 1 hour per day

6. You are employed by Randstad on the express understanding that all services provided by you whether at the Randstad site(s) or on deputation, are being done on behalf of the Randstad or its Crisil Risk & Infrastructure Solution Limited. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Randstad or its Crisil Risk & Infrastructure Solution Limited to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with Randstad or its Crisil Risk & Infrastructure Solution Limited exclusively and solely either in favor of Randstad or its Crisil Risk & Infrastructure Solution Limited and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with Randstad or its Crisil Risk & Infrastructure Solution Limited, as the case may be.

   If at any time during your employment under this contract, you make or discover or conceive or participate in the discovery of any intellectual property relating to or capable of being used in the business of Randstad or any of its affiliates, you shall forthwith supply Randstad the full details of the said intellectual property which shall then be the absolute property of Randstad.

7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Crisil Risk & Infrastructure Solution Limited.This arrangement is purely a contractual agreement between Randstad and Crisil Risk & Infrastructure Solution Limited for the time specified.

   Further upon the lapse of your term of employment with Randstad or earlier termination thereof, you shall have no right or claim against Randstad for continued employment and in this regard, Randstad does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

   You shall not engage in any act subversive of discipline in the course of your duty/duties for the Crisil Risk & Infrastructure Solution Limited either within the Crisil Risk & Infrastructure Solution Limited organization or outside it, and if you were at any time found indulging in such act/s, Randstad shall reserve the right to initiate disciplinary action as is deemed fit, against you.

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8. Indemnity
   a) You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Crisil Risk & Infrastructure Solution Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.

   b) You shall be responsible for protecting any property of the Crisil Risk & Infrastructure Solution Limited entrusted to you in the due discharge of your duties and you shall indemnify the Crisil Risk & Infrastructure Solution Limited if there is a loss of any kind to the said property.

   c) You warrant that you will exercise utmost diligence and care in doing/performing your functions, duties, and responsibilities under this contract and undertake to hold Randstad (including its directors, officers, stockholders, agents and representatives) free and harmless against any demand/claim/action/liability and all related losses/expenses/costs arising from any injury/damage sustained by any person/entity arising from any intentional and/or negligent act or omission on your part.

   d) You shall be liable, indemnify and hold harmless Randstad, the Crisil Risk & Infrastructure Solution Limited, or the third party for and from any losses, costs or damages to the property or goods belonging to and/or in the possession of Randstad, the Crisil Risk & Infrastructure Solution Limited, or the third party arising out of or by reason of theft, embezzlement, fraud, willful misconduct or negligent acts.

9. At any time during the currency of the contract you shall not represent yourself as an employee or agent of any client of Randstad.

10. You hereby certify that any information and documentation provided to Randstad in the job application, both before and on the date of signing this contract, is accurate. If Randstad detects that such information and/or documentation is, totally or partially, false or not accurate, this shall be regarded as a serious misconduct, and you agree to be dismissed immediately.

11. It is specifically understood by you that during term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Randstad or otherwise.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Modi Marmikkumar Samarbhai have read and hereby accept the above mentioned terms and conditions

Signature : 2340067

Date : 16-08-2022 21:10:30

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Schedule A

Assignment Details of Modi Marmikkumar Samarbhai

Name	**Modi Marmikkumar Samarbhai**
Client Name	Crisil Risk & Infrastructure Solution Limited
Place of Deputed	MUMBAI
Designation	Junior Associate
Start date of Assignment	27-07-2022
End date of Assignment	26-07-2023

Annexure 1:Salary Break - Up Details

Component	Monthly	Yearly
Basic	20,000.00	240,000.00
House Rent Allowance	10,000.00	120,000.00
Statutory Bonus	4,000.00	48,000.00
Other Allowance	149.00	1,788.00
Gross Salary	34,149.00	409,788.00
Employer's Contribution to EPF	2,400.00	28,800.00
Insurance	951.00	11,412.00
CTC (Cost to the company)	37,500.00	450,000.00
Employee's Contribution to EPF	2,400.00	28,800.00
Total Deduction	2,400.00	28,800.00
Net-Take Home	31,749.00	380,988.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.
* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By

2340067

Authorized Signatory
Balakrishnan S
Head - HRSSC

Modi Marmikkumar Samarbhai

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General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.

2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.

3. You will have to provide your PAN card details within 15 days of your date of joining
   a. In case, you dont have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.

   b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.

4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.

5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of paymentsand bills for the same, failing which the payments will be made after deduction of appropriate taxes.

6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.

7. RIPL does not accepts or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.

8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.

9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary
Yours truly,

For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Modi Marmikkumar Samarbhai have read and hereby accept the above mentioned terms and conditions

Signature : 2340067
Date : 16-08-2022 21:10:30

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Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstads Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs a redeputed to various client sites, where each clients Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every ones responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

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Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

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CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It maybe updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Companys Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitors position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstads policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

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Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)
By
.....
Name
Modi Marmikkumar Samarbhai
Title
Junior Associate
Signature : 2340067
Date : 16-08-2022 21:10:30

(Randstad India Ltd.)
By
.....
Name
Balakrishnan S
Title
Head - HRSSC

Authorized Signatory

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Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 27-07-2022 day of 2022 at MUMBAI by Mr/Ms Modi Marmikkumar Samarbhai Son/Daughter of Samarbhai mahendrabhai modi aged about 22 years and residing at 604 ellora appartment opp sutaria town ghod dod road surat city,surat,395007 hereinafter referred to as employee.

To
Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS
Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").

2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS
For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

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If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information.The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employees possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employees employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and

2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)
By
.....
Name
Modi Marmikkumar Samarbhai
Title
Junior Associate
Signature : 2340067
Date : 16-08-2022 21:10:30

(Randstad India Ltd.)
By
.....
Name
Balakrishnan S
Title
Head - HRSSC

Authorized Signatory

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
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Staffing | Search & Selection | HR Solutions | Inhouse Services

Self-Declaration & Undertaking form

Name: Modi Marmikkumar Samarbhai
Deputee ID: 2340067
Empcode -1579029
Designation: Junior Associate
Service Function / Vertical :
Centre / Location : MUMBAI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed : 2340067

Date : 16-08-2022

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
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Ref: TCSL/DT20218312660/1607913/Mumbai
Date: 20 May 2022

MS. MANASI RAVINDRA BHAGWAT
Siddhi Vinayak Park Bldg No 3 , 4/401 Natwar Nagar Road No 1,
Jogeshwari East, Mumbai,
Maharashtra-400060.

Sub: Joining Letter

Dear Ms. Manasi Ravindra Bhagwat,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **14th July 2022** , your joining location is **Mumbai** and work location is **Mumbai** . This has been provided considering your preference and business requirements.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You must also fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
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07-JUL-2022

Letter Of Appointment

To,
Mr. Mandar Mestry
TCS - Mumbai

Dear Mr. Mandar,

Further to your acceptance of our offer letter vide TCSL/DT20218256645/- Mumbai dated 23-Nov-2021 we are pleased to appoint you in our organisation in grade C1 as Systems Engineer.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 07-JUL-2022 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 2196405.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Private & Confidential

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bts
Strategy made personal

1 Jun 2022

Rohith Kunnumakara
304/Bldg no-3, Bashikali Nagar, Opp Asha Hospital,
Near Shiv Mandir, Navghar Road, Bhayander (E), Thane - 401105

Dear Rohith,

We are pleased to appoint you as a Trainee Quality Engineer (Level BA2) in BTS, the world's leading Consultancy focusing on strategy alignment and execution, subject to the terms and conditions as follows:

1. OBLIGATIONS AND RESPONSIBILITIES

In your role, you will be responsible for the development, existing client management, and the development and delivery of solutions for BTS clients globally. In addition, you will develop and execute strategies to grow and scale the BTS Digital Services Mumbai, operation in consultation with the Director of BTS Digital Services. The Company may amend your job scope from time to time as required, consistent with your skills and experience.

You are required to submit the following to HR:

1.1 Copies of certificates of your educational qualifications
1.2 Copy of your last employment certificate, if any
1.3 Your relieving letter from the last employment, if any
1.4 Proof of remuneration received by you in your last employment, if any
1.5 Name, Address, and Telephone number of at least two references (not relatives), if any

2. LOCATION

Your home base work location is in Mumbai, India. The Company has the right to change the primary place of work depending on the business needs of the Company. The Company will give you at least three (3) months prior notice of any proposed change of your primary place of work.

3. WORKING HOURS

3.1 Your daily working hours will be Eight and a half (8.5) hours from Monday to Friday unless otherwise agreed between you and the Company.

3.2 You will also be required to work on such reasonable additional hours as may be required to meet the needs of the position without further remuneration, including on Saturdays and Sundays.

4. LINE OF REPORTING

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You will report to Associate Director, Ujjwala Kadam, BTS Digital Services based in Mumbai.

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5. PROBATION PERIOD

5.1 You will be initially on probation for a period of six (6) months from the commencement date of your contract employment with the Company. Your probation period may be curtailed or extended at the discretion of the Company.

5.2 During the probation period, either party may terminate this appointment in accordance with the following manner:

(a) Within the first seven (7) days from the commencement date, at any time without notice and payment in lieu; or
(b) After the first seven (7) days from the commencement date and during the entire probation period, by not less than thirty (30) days' notice or payment in lieu of notice.

5.3 Upon successful completion of your probation and subject to satisfaction of your performance, you will be confirmed as a permanent staff of the Company and will be informed accordingly in writing.

6. COMPENSATION

Your annual fixed remuneration will be INR 4,75,000 (Indian Four Lacs Seventy-Five Thousand Only). You will also be eligible for a target incentive amount as per the BTS Interactive Incentive Plan of INR 25,000 (Twenty-Five Thousand only). This incentive is paid in March/April and depends on individual, BTS Digital Services, and BTS Group performance and is not capped.

Your salary structure is attached as an annexure to this letter.

7. REIMBURSEMENT OF EXPENSES

All expenses on travel, entertainment, telephone and other incidentals incurred for the business shall be reimbursed within fifteen (15) days after the presentation of the supporting documents.

8. ANNUAL LEAVE & HOLIDAYS

You will be entitled to 21 days' annual leave. This leave entitlement is considered on a calendar year basis from January 1 to December 31 or pro-rata for the partial tenure.
Unused annual leave will be cumulative up to a maximum of 5 days. Upon termination of your employment with the Company, you will be paid for any unused annual leave.
The Company will also observe 11 holidays in India during the calendar on which you will be entitled to days off.

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9. INSURANCE

BTS India will provide a group medical family floater policy for you, your spouse, your children's (maximum up to 2) & your parents.

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10. EXCLUSIVE EMPLOYMENT

During your appointment, you shall devote such time and effort to the work of the Company as may be necessary from time to time. You shall not involve in or undertake any other business, trade, employment, appointment, or assignment of any office directly or indirectly, with or without consideration, without the prior written consent of the Company.
Such consent shall not be given if such business, trade, employment, appointment, or assignment, at the sole discretion of the Company, in conflict with the interest of the Company.

11. CONFIDENTIAL INFORMATION

11.1 You shall not, either during your employment with BTS or at any time hereafter divulge or disclose to any person whatsoever, or make any use whatsoever, of any proprietary, non-public or confidential information of BTS which might come into your possession or developed by you during the continuance of your appointment with BTS, including but not limited to, its data, database, business offerings, financials, affairs, methods, trade secrets, and processes, either for your use or for any other purpose other than that of furthering BTS's business interests. This obligation shall also be applicable even after the termination of your appointment.

11.2 During the continuance of your employment with BTS, you shall also use your best endeavors to prevent any other person from divulging or disclosing to any person whatsoever, or make any use whatsoever, of any proprietary, non-public or confidential information of BTS.

11.3 Confidential Information shall include but be not limited to:

(i) teaching and research materials;
(ii) financial and accounting records of the Company including all data, records, journals, reports, interpretations, and forecasts;
(iii) information of students, other teaching faculties or laboratory staffs; and
(iv) plans, designs, specifications, ideas, discoveries, improvements, innovations, concepts and other developments, trade secrets, techniques, methods, know-how, technical and non-technical data, computer programs, computer architecture, mathematical models, drawings, trademarks, copyrights, and all other matters and information which are legally protected or recognized as forms of property, whether or not patentable or reduced to practice or writing (collectively, the "Inventions").

12. INTELLECTUAL PROPERTY RIGHTS

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You unconditionally and irrevocably agree that intellectual property rights including but not limited to the copyright, trademark, patents of the Inventions which are developed, discovered, improved, invented, innovated, or planned by you during your appointment shall, where applicable, be vested in, transferred, assigned, or licensed exclusively to the Company without payment, consideration, compensation, or royalty.

13. TERMINATION

13.1 Either party may terminate this Agreement by giving the other party not less than two (2) months ' written notice of termination or two (2) month's salary in lieu of notice.

13.2 The Company shall be entitled to terminate your appointment with immediate effect without notice and without any payment in lieu of notice, in the following events:

a) Through the death or incapacity;
b) Through insolvency or bankruptcy;
c) Grave misconduct;
d) Persistently neglects, fails, or refuses for whatever reason to perform the obligations in this letter of appointment to the reasonable satisfaction of the Company;
e) Persistently neglects, fails, or refuses to abide by the rules and regulations of the Company;
f) Acts in any way materially contrary to the interest of the Company while performing this letter of appointment;
g) Becomes permanently incapacitated and is unable to attend to the obligations in this letter of appointment; or
h) Becomes of unsound mind or becomes liable to be dealt with pursuant to the Mental Disorder and Treatment Act.

13.3 On termination of your employment with BTS, you shall return all information and material, in whatever form, in your possession, which has been collected during your tenure at BTS. The information contained in BTS programs which are already existing with BTS or would be developed by you either singly or jointly with BTS during your employment, are and will be strictly confidential in nature and all intellectual and other proprietary rights therein, including without limitation, trademark, service mark, and copyright are an shall at all times remain the exclusive property of BTS and you shall not claim any ownership rights thereto.

14. NON-COMPETITION

You irrevocably and unconditionally agree and undertake that you will not for one (1) years after ceasing of your appointment either on your own or jointly with any other person or corporation, directly or indirectly, either for his/her business purposes or for any other person, company or other business entity, without the prior consent of the Company:

14.1 Make known or otherwise make available to any person, company, and/or other business entity the names and addresses of any clients (whether the corporate entity or the individuals employed by such corporate entity) of Company or any other information pertaining to them;

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14.2 Call on, solicit, or take away, or attempt to call on, solicit, or take away or communicate in any manner whatsoever, with any of the clients of Company;

14.3 Actively recruit, engage in passive hiring efforts, solicit or induce any person or entity who is an employee, agent, representative or outside consultant of the Company to leave or cease his or her employment or other relationship with the Company for any reason whatsoever or hire or engage the services of such person in any business substantially similar to or competitive with that in which the Company was engaged during the term of this Agreement. For this Agreement, clients shall be defined as any person, company, or other business entity whom the Company has performed work or services for, solicited business, and/or collected monies from, within the twelve months immediately preceding the end of your active duties with the Company.
You agree that the restrictive covenants contained herein are the essence of this Agreement; they shall be construed as independent of any other provision of this Agreement, and the existence of any claim or cause of action of you against the Company, whether predicated on this Agreement or

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otherwise, shall not constitute a defense to the enforcement by the Company of these covenants.

15. COMPANY POLICIES

You shall be governed by the BTS India Employee Handbook for all administrative and general policies. These rules are subject to amendments from time to time. You shall abide by the rules and regulations of the Company as shall be in force, from time to time, including signing an employee agreement. You shall also abide by basic principles of business ethics and legal requirements of the Company.

16. GOVERNING LAW

This letter of appointment shall be governed by the laws of India and both parties agree to admit to the non-exclusive jurisdiction of the Indian courts. For purposes of this Agreement, including restrictive covenants, the word "BTS India" shall include all subsidiaries, divisions, affiliates, and assignees of BTS India. For purposes of this Agreement, the word "BTS" shall include all subsidiaries, divisions, affiliates, and assignees of BTS Group AB.

Please sign in the appropriate space below, indicate the date by which you will be able to join the Company, and return to the Company the duplicate copy of this letter of appointment signifying your acceptance. This offer will automatically expire in the event that you do not join the Company by the date indicated by you below.

We welcome you to the Company, look forward to a fruitful collaboration, and wish you a long and successful career with BTS.

Yours faithfully,

DocuSigned by:
Sagara Naik
F5151F118B81445...

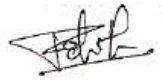
Sagara Naik

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Head - People Experience & Operations, Mumbai

I, Rohith Kunnumakara have read and understood the above terms and conditions of services as offered by the Company. I hereby agree to accept and abide by the stipulated terms and conditions.



Signature

Date: 11-08-2022

Address: - 304/Bldg no-3, Bashikali Nagar, Opp Asha Hospital, Near Shiv Mandir, Navghar Road, Bhayander (E), Thane - 401105

Annexure: Salary Structure

Name: Rohith Kunnumakara

Salary	Amount (INR)
Basic Salary	₹ 190,000
House Rent Allowance	₹ 95,000
Leave Travel Concession	₹ 24,000
Conveyance Allowance	₹ 21,600
Medical Reimbursement	₹ 15,000
PF Contribution	₹ 22,800
Other Allowances	₹ 106,600

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Total Gross Salary	**₹ 475,000**
Annual Bonus	**₹ 25,000**
Total Remuneration	**₹ 500,000**

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* Bonus is paid annually at the discretion of the company and is dependent on individual and organization performance.

*Gratuity shall be payable as per the Payment of Gratuity Act 1972.

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Mastek
Trust. Value. Velocity

Date : 16/02/2022

Ref: HRD/22/Feb/

Mr. Tanmay Bhatiya
Jalgaon, Maharashtra.

Letter of Offer

Dear Tanmay,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of **"Trainee Software Engineer"** in Grade **T2,** at an Annual Cost to the Company of **INR 3.60** lacs per annum.

The detailed terms and conditions of your Offer will be as per **Annexure I and II**.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before **Monday, the 20-06-2022** at **Mumbai**.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……..

Date:-……..

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ANNEXURE – I

Monthly Components	-	***Salary Breakup***
Basic	-	11,488
HRA	-	5,744
Lunch Allowance/Coupons	-	2,200
Conveyance	-	1,600
Medical Allowance	-	1,250
Child Education Allowance	-	200
Adhoc Allowance	-	1,137
NPS	-	1,149
Monthly Gross	-	**24,768**
Annual Components	-	
Monthly Gross x 12	-	2,97,216
PF	-	21,600
LTA	-	22,976
Annual Gross	-	**3,41,792**
Gratuity	-	5,514
Insurance Premium	-	5,000
Housing Loan Subsidy	-	7,700
Annual Cost to Company	-	**3,60,006**

Benefits

1. Mediclaim Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to INR. 3,00,000/- P.A.
2. Group Personal Accident Coverage upto a maximum of INR. 10 lac for the employee.
3. Group Life Insurance Cover up to a maximum of INR 12 Lacs for the employee (INR 7 Lacs through Employee Deposit Linked Insurance and INR 5 Lacs through a Group Term life Insurance cover).

Explanation - Salary Components

Total Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

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Computation of the following components of salary has been made based on specific assumptions and current estimates as detailed below :

LTA

Employees have an option of selecting the payout of LTA as Monthly or Annual mode. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be entitled to Annual mode of LTA.

Lunch Coupons

Employees have an option to opt for either Lunch Coupons or Lunch Allowance as part of the monthly salary. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be given Lunch Allowance.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

Insurance Premium

Represents the medical insurance premium per employee paid by the Company for coverage in the Group Mediclaim Policy, Group Accident Policy and the Life Insurance covers such as Employee Deposit Linked Insurance (EDLI) and Group Term Life (GTL) schemes. The scheme may be changed as per the policy of the Company from time to time.

Housing Loan Subsidy

All employees earning upto a maximum of INR. 10 lacs p.a. are entitled to a housing loan interest subsidy after completion of 6 months in the organisation. The above mentioned amount is an average estimated rate.

NPS Ad-hoc Allowance

Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilized to contribute to your NPS account. If NPS is not availed, this amount will be paid through monthly payroll.

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ANNEXURE – II

1. Benefits

1.1 Provident Fund: You will be governed by the provisions of The Employees Provident Fund & Misc. Provisions Act, 1952.

1.2 Leave and Travel Allowance: You will be eligible to claim LTA (Leave Travel Allowance) after your confirmation & will be governed by the prevailing Income Tax rules, from time to time, for the purpose of tax exemption.

2. Rules and Regulations

2.1. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal called MASTEKNET. You are advised to access the same immediately after you join the Company.

2.2. Before your joining, you are advised to access the Company's website www.mastek.com and go through the COBCE and the clause related to 'Conflict of Interest' in detail and understand the various operative clauses which will govern your employment with the Company. On your date of joining, it will be mandatory for you to formally sign and accept the Company's COBCE.

3. Probation

3.1 You will be initially on probation for a period of Three (3) months which may be extended for a further period at the sole discretion of the Management;

3.2 On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

4.1 During your probation period or during extended probation period, your services can be terminated by giving One (1) month notice in writing, on either side.

4.2 After confirmation, your services can be terminated by giving Three (3) months active notice in writing, on either side.

4.3 It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

4.4 Leave during notice period will be allowed only on certified medical or other valid personal reasons, with special approval of your Reporting Manager. In such cases, your notice period and release date will be extended on a pro-rate basis to the extent of your days of absence during the notice period.

4.5 Company may, in certain circumstances, prefer to terminate your services without the notice period or a reduced notice period, in which case, you will be paid salary in lieu thereof for those many days.

4.6 Similarly, if you are willing to serve the full notice period but the Company desires your early release for any reason, the Company will pay you salary in lieu of the relevant notice period.

4.7 Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.

4.8 Payment of salary in lieu of notice period will not apply if your termination is on grounds of indiscipline or any form of misconduct.

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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5. Leave Benefits

You will be eligible for Leave as per prevailing rules and entitlements in line with the Company's Leave Policy, made available to all employees on the Company's Intranet portal, MASTEKNET. You will be able to access the portal on your joining. The rules and entitlements of Leave are subject to periodic review and all employees will be governed by any changes that may be brought in, at any later date.

Presently, you will be annually entitled to **18 days of Earned Leave (EL) and 8 days of Casual Leave (CL).** Apart from this, the Company also provides for Birthday Leave, Compensatory Off, Maternity Leave, Adoption Leave, Paternity Leave, Sabbatical Leave, etc. Operative details of these entitlements are explained in the Leave Policy document, which you can access after your joining.

6. Transfer

Your services are liable to be transferred to any other department, branch office or any other establishment anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.

7. Confidentiality

7.1 You will be responsible for maintaining the secrecy and confidentiality and shall not divulge/disclose to anyone the information obtained by you during the course of your employment. The same is applicable with respect to all the software or technical developments made by you or you had associated with during your service.

7.2 You will be required to sign an Undertaking on Conflict of Interest and Secrecy with the organization, on your joining.

8. Information Security

You will be required to abide by the Information Security Policy and procedures laid down by the Company.

9. Duty Hours

You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and also undertake tours and travels, as and when necessary. You will be compensated for the same as per the Company rules.

10. Age of Retirement

Your age of retirement will be 60 Years.

11. Medical Fitness

This offer and your appointment in the Company is subject to your being found medically fit.

12. Background Verification

This offer and your appointment in the Company is subject to your background verification clearance, which would be carried out by a third party Background Verification Agency.

13. Employee Data

In accordance with the stipulations under IT Act, 2008, Mastek assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. Mastek also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

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However, Mastek would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. Mastek will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

14. Others

14.1 Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.

14.2 You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.

14.3 The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.

14.4 The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

15. Liquidated Damages

15.1 The Employee acknowledges and undertakes

(a) to continue the association with the Company for period of (02) two years (Continuation Period), in consideration of which, the Company will provide extensive training with or without certification, internal or external, without charging any cost to the Employee;

(b) to acquire the training methodologies and understands the job responsibilities thoroughly, so that the same are carried out in an effective manner;

(c) to devote his/her whole-time, labor, skill and attention to and for the said training and assigned projects;

(d) not to engage himself/herself in any other employment / training or any other work, which is related to his/her functions and job description in the training provided by the Company; or with any other company, firm, person or group of persons during the continuance of the association with the Company and for a period of six (6) months thereafter; either for remuneration or free of charge or gratuitously, except with the express written permission of the Company;

(e) to utilize the knowledge acquired and skills developed through the training, for the best interest and benefit of the Company throughout the tenure of his/her association with the Company;

(f) that he/she shall not, at any time during the period employment and for a period of six (6) months after the termination of the employment, for any reason whatsoever, undertake or carry on either long or in partnership or in collaboration, nor to be employed directly or indirectly in any capacity whatsoever with any past or existing clients of the Company, except with the express written permission of the Company.

15.2 The Employee, as part of the consideration for the training efforts and costs involved, undertakes to continue the association or employment services with Company at least for the Continuation Period from the date of his/her actual joining with the Company and failing which agree and ready to pay only INR. 200,000/- (Rupees Two Lakhs only) as a liquidated damages ("Liquidated Damages") out of total Invested Expenses to the Company within maximum period of fifteen (15) days of the last working day without contesting the same; failing which the Company reserve the right to:

(a) charge penalty of 18% per annum;

(b) adjust the amount against dues payable to the Employee; and/or

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MUMBAI

(c) seek legal remedies that the Company may have, at its option. It is clarified that the said amount is only a recovery of damages of the Company out of the Invested Expenses and is not in the nature of penalty.

16. Declarations

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……

Date:-……

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Date : 16/02/2022

Ref: HRD/22/Feb/

Mr. Snehal Gamare
Mumbai, Maharashtra.

Letter of Offer

Dear Snehal,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of **"Trainee Software Engineer"** in Grade **T2,** at an Annual Cost to the Company of **INR 3.60** lacs per annum.

The detailed terms and conditions of your Offer will be as per **Annexure I and II**.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before **Monday, the 20-06-2022** at **Mumbai**.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……..

Date:-……..

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ANNEXURE – I

Monthly Components	-	***Salary Breakup***
Basic	-	11,488
HRA	-	5,744
Lunch Allowance/Coupons	-	2,200
Conveyance	-	1,600
Medical Allowance	-	1,250
Child Education Allowance	-	200
Adhoc Allowance	-	1,137
NPS	-	1,149
Monthly Gross	-	**24,768**
Annual Components	-	
Monthly Gross x 12	-	2,97,216
PF	-	21,600
LTA	-	22,976
Annual Gross	-	**3,41,792**
Gratuity	-	5,514
Insurance Premium	-	5,000
Housing Loan Subsidy	-	7,700
Annual Cost to Company	-	**3,60,006**

Benefits

1. Mediclaim Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to INR. 3,00,000/- P.A.
2. Group Personal Accident Coverage upto a maximum of INR. 10 lac for the employee.
3. Group Life Insurance Cover up to a maximum of INR 12 Lacs for the employee (INR 7 Lacs through Employee Deposit Linked Insurance and INR 5 Lacs through a Group Term life Insurance cover).

Explanation - Salary Components

Total Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

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Computation of the following components of salary has been made based on specific assumptions and current estimates as detailed below :

LTA

Employees have an option of selecting the payout of LTA as Monthly or Annual mode. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be entitled to Annual mode of LTA.

Lunch Coupons

Employees have an option to opt for either Lunch Coupons or Lunch Allowance as part of the monthly salary. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be given Lunch Allowance.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

Insurance Premium

Represents the medical insurance premium per employee paid by the Company for coverage in the Group Mediclaim Policy, Group Accident Policy and the Life Insurance covers such as Employee Deposit Linked Insurance (EDLI) and Group Term Life (GTL) schemes. The scheme may be changed as per the policy of the Company from time to time.

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All employees earning upto a maximum of INR. 10 lacs p.a. are entitled to a housing loan interest subsidy after completion of 6 months in the organisation. The above mentioned amount is an average estimated rate.

NPS Ad-hoc Allowance

Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilized to contribute to your NPS account. If NPS is not availed, this amount will be paid through monthly payroll.

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ANNEXURE – II

1. Benefits

1.1 Provident Fund: You will be governed by the provisions of The Employees Provident Fund & Misc. Provisions Act, 1952.

1.2 Leave and Travel Allowance: You will be eligible to claim LTA (Leave Travel Allowance) after your confirmation & will be governed by the prevailing Income Tax rules, from time to time, for the purpose of tax exemption.

2. Rules and Regulations

2.1. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal called MASTEKNET. You are advised to access the same immediately after you join the Company.

2.2. Before your joining, you are advised to access the Company's website www.mastek.com and go through the COBCE and the clause related to 'Conflict of Interest' in detail and understand the various operative clauses which will govern your employment with the Company. On your date of joining, it will be mandatory for you to formally sign and accept the Company's COBCE.

3. Probation

3.1 You will be initially on probation for a period of Three (3) months which may be extended for a further period at the sole discretion of the Management;

3.2 On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

4.1 During your probation period or during extended probation period, your services can be terminated by giving One (1) month notice in writing, on either side.

4.2 After confirmation, your services can be terminated by giving Three (3) months active notice in writing, on either side.

4.3 It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

4.4 Leave during notice period will be allowed only on certified medical or other valid personal reasons, with special approval of your Reporting Manager. In such cases, your notice period and release date will be extended on a pro-rate basis to the extent of your days of absence during the notice period.

4.5 Company may, in certain circumstances, prefer to terminate your services without the notice period or a reduced notice period, in which case, you will be paid salary in lieu thereof for those many days.

4.6 Similarly, if you are willing to serve the full notice period but the Company desires your early release for any reason, the Company will pay you salary in lieu of the relevant notice period.

4.7 Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.

4.8 Payment of salary in lieu of notice period will not apply if your termination is on grounds of indiscipline or any form of misconduct.

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5. Leave Benefits

You will be eligible for Leave as per prevailing rules and entitlements in line with the Company's Leave Policy, made available to all employees on the Company's Intranet portal, MASTEKNET. You will be able to access the portal on your joining. The rules and entitlements of Leave are subject to periodic review and all employees will be governed by any changes that may be brought in, at any later date.

Presently, you will be annually entitled to **18 days of Earned Leave (EL) and 8 days of Casual Leave (CL).** Apart from this, the Company also provides for Birthday Leave, Compensatory Off, Maternity Leave, Adoption Leave, Paternity Leave, Sabbatical Leave, etc. Operative details of these entitlements are explained in the Leave Policy document, which you can access after your joining.

6. Transfer

Your services are liable to be transferred to any other department, branch office or any other establishment anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.

7. Confidentiality

7.1 You will be responsible for maintaining the secrecy and confidentiality and shall not divulge/disclose to anyone the information obtained by you during the course of your employment. The same is applicable with respect to all the software or technical developments made by you or you had associated with during your service.

7.2 You will be required to sign an Undertaking on Conflict of Interest and Secrecy with the organization, on your joining.

8. Information Security

You will be required to abide by the Information Security Policy and procedures laid down by the Company.

9. Duty Hours

You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and also undertake tours and travels, as and when necessary. You will be compensated for the same as per the Company rules.

10. Age of Retirement

Your age of retirement will be 60 Years.

11. Medical Fitness

This offer and your appointment in the Company is subject to your being found medically fit.

12. Background Verification

This offer and your appointment in the Company is subject to your background verification clearance, which would be carried out by a third party Background Verification Agency.

13. Employee Data

In accordance with the stipulations under IT Act, 2008, Mastek assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. Mastek also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

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However, Mastek would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. Mastek will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

14. Others

14.1 Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.

14.2 You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.

14.3 The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.

14.4 The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

15. Liquidated Damages

15.1 The Employee acknowledges and undertakes

(a) to continue the association with the Company for period of (02) two years (Continuation Period), in consideration of which, the Company will provide extensive training with or without certification, internal or external, without charging any cost to the Employee;

(b) to acquire the training methodologies and understands the job responsibilities thoroughly, so that the same are carried out in an effective manner;

(c) to devote his/her whole-time, labor, skill and attention to and for the said training and assigned projects;

(d) not to engage himself/herself in any other employment / training or any other work, which is related to his/her functions and job description in the training provided by the Company; or with any other company, firm, person or group of persons during the continuance of the association with the Company and for a period of six (6) months thereafter; either for remuneration or free of charge or gratuitously, except with the express written permission of the Company;

(e) to utilize the knowledge acquired and skills developed through the training, for the best interest and benefit of the Company throughout the tenure of his/her association with the Company;

(f) that he/she shall not, at any time during the period employment and for a period of six (6) months after the termination of the employment, for any reason whatsoever, undertake or carry on either long or in partnership or in collaboration, nor to be employed directly or indirectly in any capacity whatsoever with any past or existing clients of the Company, except with the express written permission of the Company.

15.2 The Employee, as part of the consideration for the training efforts and costs involved, undertakes to continue the association or employment services with Company at least for the Continuation Period from the date of his/her actual joining with the Company and failing which agree and ready to pay only INR. 200,000/- (Rupees Two Lakhs only) as a liquidated damages ("Liquidated Damages") out of total Invested Expenses to the Company within maximum period of fifteen (15) days of the last working day without contesting the same; failing which the Company reserve the right to:

(a) charge penalty of 18% per annum;

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(c) seek legal remedies that the Company may have, at its option. It is clarified that the said amount is only a recovery of damages of the Company out of the Invested Expenses and is not in the nature of penalty.

16. Declarations

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……

Date:-……

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Date : 16/02/2022

Ref: HRD/22/Feb/

Ms. Tanvi Pimple
Virar, Maharashtra.

Letter of Offer

Dear Tanvi,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of **"Trainee Software Engineer"** in Grade **T2,** at an Annual Cost to the Company of **INR 3.60** lacs per annum.

The detailed terms and conditions of your Offer will be as per **Annexure I and II**.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before **Monday, the 20-06-2022** at **Mumbai**.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……..

Date:-……..

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ANNEXURE – I

Monthly Components	-	***Salary Breakup***
Basic	-	11,488
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Lunch Allowance/Coupons	-	2,200
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NPS	-	1,149
Monthly Gross	-	**24,768**
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Monthly Gross x 12	-	2,97,216
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LTA	-	22,976
Annual Gross	-	**3,41,792**
Gratuity	-	5,514
Insurance Premium	-	5,000
Housing Loan Subsidy	-	7,700
Annual Cost to Company	-	**3,60,006**

Benefits

1. Mediclaim Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to INR. 3,00,000/- P.A.
2. Group Personal Accident Coverage upto a maximum of INR. 10 lac for the employee.
3. Group Life Insurance Cover up to a maximum of INR 12 Lacs for the employee (INR 7 Lacs through Employee Deposit Linked Insurance and INR 5 Lacs through a Group Term life Insurance cover).

Explanation - Salary Components

Total Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

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Employees have an option of selecting the payout of LTA as Monthly or Annual mode. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be entitled to Annual mode of LTA.

Lunch Coupons

Employees have an option to opt for either Lunch Coupons or Lunch Allowance as part of the monthly salary. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be given Lunch Allowance.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

Insurance Premium

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All employees earning upto a maximum of INR. 10 lacs p.a. are entitled to a housing loan interest subsidy after completion of 6 months in the organisation. The above mentioned amount is an average estimated rate.

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Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilized to contribute to your NPS account. If NPS is not availed, this amount will be paid through monthly payroll.

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ANNEXURE – II

1. Benefits

1.1 Provident Fund: You will be governed by the provisions of The Employees Provident Fund & Misc. Provisions Act, 1952.

1.2 Leave and Travel Allowance: You will be eligible to claim LTA (Leave Travel Allowance) after your confirmation & will be governed by the prevailing Income Tax rules, from time to time, for the purpose of tax exemption.

2. Rules and Regulations

2.1. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal called MASTEKNET. You are advised to access the same immediately after you join the Company.

2.2. Before your joining, you are advised to access the Company's website www.mastek.com and go through the COBCE and the clause related to 'Conflict of Interest' in detail and understand the various operative clauses which will govern your employment with the Company. On your date of joining, it will be mandatory for you to formally sign and accept the Company's COBCE.

3. Probation

3.1 You will be initially on probation for a period of Three (3) months which may be extended for a further period at the sole discretion of the Management;

3.2 On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

4.1 During your probation period or during extended probation period, your services can be terminated by giving One (1) month notice in writing, on either side.

4.2 After confirmation, your services can be terminated by giving Three (3) months active notice in writing, on either side.

4.3 It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

4.4 Leave during notice period will be allowed only on certified medical or other valid personal reasons, with special approval of your Reporting Manager. In such cases, your notice period and release date will be extended on a pro-rate basis to the extent of your days of absence during the notice period.

4.5 Company may, in certain circumstances, prefer to terminate your services without the notice period or a reduced notice period, in which case, you will be paid salary in lieu thereof for those many days.

4.6 Similarly, if you are willing to serve the full notice period but the Company desires your early release for any reason, the Company will pay you salary in lieu of the relevant notice period.

4.7 Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.

4.8 Payment of salary in lieu of notice period will not apply if your termination is on grounds of indiscipline or any form of misconduct.

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5. Leave Benefits

You will be eligible for Leave as per prevailing rules and entitlements in line with the Company's Leave Policy, made available to all employees on the Company's Intranet portal, MASTEKNET. You will be able to access the portal on your joining. The rules and entitlements of Leave are subject to periodic review and all employees will be governed by any changes that may be brought in, at any later date.

Presently, you will be annually entitled to **18 days of Earned Leave (EL) and 8 days of Casual Leave (CL).** Apart from this, the Company also provides for Birthday Leave, Compensatory Off, Maternity Leave, Adoption Leave, Paternity Leave, Sabbatical Leave, etc. Operative details of these entitlements are explained in the Leave Policy document, which you can access after your joining.

6. Transfer

Your services are liable to be transferred to any other department, branch office or any other establishment anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.

7. Confidentiality

7.1 You will be responsible for maintaining the secrecy and confidentiality and shall not divulge/disclose to anyone the information obtained by you during the course of your employment. The same is applicable with respect to all the software or technical developments made by you or you had associated with during your service.

7.2 You will be required to sign an Undertaking on Conflict of Interest and Secrecy with the organization, on your joining.

8. Information Security

You will be required to abide by the Information Security Policy and procedures laid down by the Company.

9. Duty Hours

You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and also undertake tours and travels, as and when necessary. You will be compensated for the same as per the Company rules.

10. Age of Retirement

Your age of retirement will be 60 Years.

11. Medical Fitness

This offer and your appointment in the Company is subject to your being found medically fit.

12. Background Verification

This offer and your appointment in the Company is subject to your background verification clearance, which would be carried out by a third party Background Verification Agency.

13. Employee Data

In accordance with the stipulations under IT Act, 2008, Mastek assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. Mastek also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

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However, Mastek would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. Mastek will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

14. Others

14.1 Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.

14.2 You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.

14.3 The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.

14.4 The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

15. Liquidated Damages

15.1 The Employee acknowledges and undertakes

(a) to continue the association with the Company for period of (02) two years (Continuation Period), in consideration of which, the Company will provide extensive training with or without certification, internal or external, without charging any cost to the Employee;

(b) to acquire the training methodologies and understands the job responsibilities thoroughly, so that the same are carried out in an effective manner;

(c) to devote his/her whole-time, labor, skill and attention to and for the said training and assigned projects;

(d) not to engage himself/herself in any other employment / training or any other work, which is related to his/her functions and job description in the training provided by the Company; or with any other company, firm, person or group of persons during the continuance of the association with the Company and for a period of six (6) months thereafter; either for remuneration or free of charge or gratuitously, except with the express written permission of the Company;

(e) to utilize the knowledge acquired and skills developed through the training, for the best interest and benefit of the Company throughout the tenure of his/her association with the Company;

(f) that he/she shall not, at any time during the period employment and for a period of six (6) months after the termination of the employment, for any reason whatsoever, undertake or carry on either long or in partnership or in collaboration, nor to be employed directly or indirectly in any capacity whatsoever with any past or existing clients of the Company, except with the express written permission of the Company.

15.2 The Employee, as part of the consideration for the training efforts and costs involved, undertakes to continue the association or employment services with Company at least for the Continuation Period from the date of his/her actual joining with the Company and failing which agree and ready to pay only INR. 200,000/- (Rupees Two Lakhs only) as a liquidated damages ("Liquidated Damages") out of total Invested Expenses to the Company within maximum period of fifteen (15) days of the last working day without contesting the same; failing which the Company reserve the right to:

(a) charge penalty of 18% per annum;

(b) adjust the amount against dues payable to the Employee; and/or

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(c) seek legal remedies that the Company may have, at its option. It is clarified that the said amount is only a recovery of damages of the Company out of the Invested Expenses and is not in the nature of penalty.

16. Declarations

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……

Date:-……

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Date : 16/02/2022

Ref: HRD/22/Feb/

Ms. Manasi Khot
Mumbai, Maharashtra.

Letter of Offer

Dear Manasi,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of **"Trainee Software Engineer"** in Grade **T2,** at an Annual Cost to the Company of **INR 3.60** lacs per annum.

The detailed terms and conditions of your Offer will be as per **Annexure I and II**.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before **Monday, the 20-06-2022** at **Mumbai**.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……..

Date:-……..

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ANNEXURE – I

Monthly Components	-	***Salary Breakup***
Basic	-	11,488
HRA	-	5,744
Lunch Allowance/Coupons	-	2,200
Conveyance	-	1,600
Medical Allowance	-	1,250
Child Education Allowance	-	200
Adhoc Allowance	-	1,137
NPS	-	1,149
Monthly Gross	-	**24,768**
Annual Components	-	
Monthly Gross x 12	-	2,97,216
PF	-	21,600
LTA	-	22,976
Annual Gross	-	**3,41,792**
Gratuity	-	5,514
Insurance Premium	-	5,000
Housing Loan Subsidy	-	7,700
Annual Cost to Company	-	**3,60,006**

Benefits

1. Mediclaim Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to INR. 3,00,000/- P.A.
2. Group Personal Accident Coverage upto a maximum of INR. 10 lac for the employee.
3. Group Life Insurance Cover up to a maximum of INR 12 Lacs for the employee (INR 7 Lacs through Employee Deposit Linked Insurance and INR 5 Lacs through a Group Term life Insurance cover).

Explanation - Salary Components

Total Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

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Computation of the following components of salary has been made based on specific assumptions and current estimates as detailed below :

LTA

Employees have an option of selecting the payout of LTA as Monthly or Annual mode. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be entitled to Annual mode of LTA.

Lunch Coupons

Employees have an option to opt for either Lunch Coupons or Lunch Allowance as part of the monthly salary. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be given Lunch Allowance.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

Insurance Premium

Represents the medical insurance premium per employee paid by the Company for coverage in the Group Mediclaim Policy, Group Accident Policy and the Life Insurance covers such as Employee Deposit Linked Insurance (EDLI) and Group Term Life (GTL) schemes. The scheme may be changed as per the policy of the Company from time to time.

Housing Loan Subsidy

All employees earning upto a maximum of INR. 10 lacs p.a. are entitled to a housing loan interest subsidy after completion of 6 months in the organisation. The above mentioned amount is an average estimated rate.

NPS Ad-hoc Allowance

Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilized to contribute to your NPS account. If NPS is not availed, this amount will be paid through monthly payroll.

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ANNEXURE – II

1. Benefits

1.1 Provident Fund: You will be governed by the provisions of The Employees Provident Fund & Misc. Provisions Act, 1952.

1.2 Leave and Travel Allowance: You will be eligible to claim LTA (Leave Travel Allowance) after your confirmation & will be governed by the prevailing Income Tax rules, from time to time, for the purpose of tax exemption.

2. Rules and Regulations

2.1. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal called MASTEKNET. You are advised to access the same immediately after you join the Company.

2.2. Before your joining, you are advised to access the Company's website www.mastek.com and go through the COBCE and the clause related to 'Conflict of Interest' in detail and understand the various operative clauses which will govern your employment with the Company. On your date of joining, it will be mandatory for you to formally sign and accept the Company's COBCE.

3. Probation

3.1 You will be initially on probation for a period of Three (3) months which may be extended for a further period at the sole discretion of the Management;

3.2 On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

4.1 During your probation period or during extended probation period, your services can be terminated by giving One (1) month notice in writing, on either side.

4.2 After confirmation, your services can be terminated by giving Three (3) months active notice in writing, on either side.

4.3 It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

4.4 Leave during notice period will be allowed only on certified medical or other valid personal reasons, with special approval of your Reporting Manager. In such cases, your notice period and release date will be extended on a pro-rate basis to the extent of your days of absence during the notice period.

4.5 Company may, in certain circumstances, prefer to terminate your services without the notice period or a reduced notice period, in which case, you will be paid salary in lieu thereof for those many days.

4.6 Similarly, if you are willing to serve the full notice period but the Company desires your early release for any reason, the Company will pay you salary in lieu of the relevant notice period.

4.7 Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.

4.8 Payment of salary in lieu of notice period will not apply if your termination is on grounds of indiscipline or any form of misconduct.

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5. Leave Benefits

You will be eligible for Leave as per prevailing rules and entitlements in line with the Company's Leave Policy, made available to all employees on the Company's Intranet portal, MASTEKNET. You will be able to access the portal on your joining. The rules and entitlements of Leave are subject to periodic review and all employees will be governed by any changes that may be brought in, at any later date.

Presently, you will be annually entitled to **18 days of Earned Leave (EL) and 8 days of Casual Leave (CL).** Apart from this, the Company also provides for Birthday Leave, Compensatory Off, Maternity Leave, Adoption Leave, Paternity Leave, Sabbatical Leave, etc. Operative details of these entitlements are explained in the Leave Policy document, which you can access after your joining.

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Your services are liable to be transferred to any other department, branch office or any other establishment anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.

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You will be required to abide by the Information Security Policy and procedures laid down by the Company.

9. Duty Hours

You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and also undertake tours and travels, as and when necessary. You will be compensated for the same as per the Company rules.

10. Age of Retirement

Your age of retirement will be 60 Years.

11. Medical Fitness

This offer and your appointment in the Company is subject to your being found medically fit.

12. Background Verification

This offer and your appointment in the Company is subject to your background verification clearance, which would be carried out by a third party Background Verification Agency.

13. Employee Data

In accordance with the stipulations under IT Act, 2008, Mastek assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. Mastek also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

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However, Mastek would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. Mastek will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

14. Others

14.1 Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.

14.2 You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.

14.3 The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.

14.4 The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

15. Liquidated Damages

15.1 The Employee acknowledges and undertakes

(a) to continue the association with the Company for period of (02) two years (Continuation Period), in consideration of which, the Company will provide extensive training with or without certification, internal or external, without charging any cost to the Employee;

(b) to acquire the training methodologies and understands the job responsibilities thoroughly, so that the same are carried out in an effective manner;

(c) to devote his/her whole-time, labor, skill and attention to and for the said training and assigned projects;

(d) not to engage himself/herself in any other employment / training or any other work, which is related to his/her functions and job description in the training provided by the Company; or with any other company, firm, person or group of persons during the continuance of the association with the Company and for a period of six (6) months thereafter; either for remuneration or free of charge or gratuitously, except with the express written permission of the Company;

(e) to utilize the knowledge acquired and skills developed through the training, for the best interest and benefit of the Company throughout the tenure of his/her association with the Company;

(f) that he/she shall not, at any time during the period employment and for a period of six (6) months after the termination of the employment, for any reason whatsoever, undertake or carry on either long or in partnership or in collaboration, nor to be employed directly or indirectly in any capacity whatsoever with any past or existing clients of the Company, except with the express written permission of the Company.

15.2 The Employee, as part of the consideration for the training efforts and costs involved, undertakes to continue the association or employment services with Company at least for the Continuation Period from the date of his/her actual joining with the Company and failing which agree and ready to pay only INR. 200,000/- (Rupees Two Lakhs only) as a liquidated damages ("Liquidated Damages") out of total Invested Expenses to the Company within maximum period of fifteen (15) days of the last working day without contesting the same; failing which the Company reserve the right to:

(a) charge penalty of 18% per annum;

(b) adjust the amount against dues payable to the Employee; and/or

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(c) seek legal remedies that the Company may have, at its option. It is clarified that the said amount is only a recovery of damages of the Company out of the Invested Expenses and is not in the nature of penalty.

16. Declarations

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……

Date:-……

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Date : 16/02/2022

Ref: HRD/22/Feb/

Ms. Vanashree Mhatre
Mumbai, Maharashtra.

Letter of Offer

Dear Vanashree,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of **"Trainee Software Engineer"** in Grade **T2,** at an Annual Cost to the Company of **INR 3.60** lacs per annum.

The detailed terms and conditions of your Offer will be as per **Annexure I and II**.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before **Monday, the 20-06-2022** at **Mumbai**.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……..

Date:-……..

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ANNEXURE – I

Monthly Components	-	***Salary Breakup***
Basic	-	11,488
HRA	-	5,744
Lunch Allowance/Coupons	-	2,200
Conveyance	-	1,600
Medical Allowance	-	1,250
Child Education Allowance	-	200
Adhoc Allowance	-	1,137
NPS	-	1,149
Monthly Gross	-	**24,768**
Annual Components	-	
Monthly Gross x 12	-	2,97,216
PF	-	21,600
LTA	-	22,976
Annual Gross	-	**3,41,792**
Gratuity	-	5,514
Insurance Premium	-	5,000
Housing Loan Subsidy	-	7,700
Annual Cost to Company	-	**3,60,006**

Benefits

1. Mediclaim Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to INR. 3,00,000/- P.A.
2. Group Personal Accident Coverage upto a maximum of INR. 10 lac for the employee.
3. Group Life Insurance Cover up to a maximum of INR 12 Lacs for the employee (INR 7 Lacs through Employee Deposit Linked Insurance and INR 5 Lacs through a Group Term life Insurance cover).

Explanation - Salary Components

Total Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

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Computation of the following components of salary has been made based on specific assumptions and current estimates as detailed below :

LTA

Employees have an option of selecting the payout of LTA as Monthly or Annual mode. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be entitled to Annual mode of LTA.

Lunch Coupons

Employees have an option to opt for either Lunch Coupons or Lunch Allowance as part of the monthly salary. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be given Lunch Allowance.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

Insurance Premium

Represents the medical insurance premium per employee paid by the Company for coverage in the Group Mediclaim Policy, Group Accident Policy and the Life Insurance covers such as Employee Deposit Linked Insurance (EDLI) and Group Term Life (GTL) schemes. The scheme may be changed as per the policy of the Company from time to time.

Housing Loan Subsidy

All employees earning upto a maximum of INR. 10 lacs p.a. are entitled to a housing loan interest subsidy after completion of 6 months in the organisation. The above mentioned amount is an average estimated rate.

NPS Ad-hoc Allowance

Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilized to contribute to your NPS account. If NPS is not availed, this amount will be paid through monthly payroll.

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ANNEXURE – II

1. Benefits

1.1 Provident Fund: You will be governed by the provisions of The Employees Provident Fund & Misc. Provisions Act, 1952.

1.2 Leave and Travel Allowance: You will be eligible to claim LTA (Leave Travel Allowance) after your confirmation & will be governed by the prevailing Income Tax rules, from time to time, for the purpose of tax exemption.

2. Rules and Regulations

2.1. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal called MASTEKNET. You are advised to access the same immediately after you join the Company.

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3. Probation

3.1 You will be initially on probation for a period of Three (3) months which may be extended for a further period at the sole discretion of the Management;

3.2 On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

4.1 During your probation period or during extended probation period, your services can be terminated by giving One (1) month notice in writing, on either side.

4.2 After confirmation, your services can be terminated by giving Three (3) months active notice in writing, on either side.

4.3 It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

4.4 Leave during notice period will be allowed only on certified medical or other valid personal reasons, with special approval of your Reporting Manager. In such cases, your notice period and release date will be extended on a pro-rate basis to the extent of your days of absence during the notice period.

4.5 Company may, in certain circumstances, prefer to terminate your services without the notice period or a reduced notice period, in which case, you will be paid salary in lieu thereof for those many days.

4.6 Similarly, if you are willing to serve the full notice period but the Company desires your early release for any reason, the Company will pay you salary in lieu of the relevant notice period.

4.7 Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.

4.8 Payment of salary in lieu of notice period will not apply if your termination is on grounds of indiscipline or any form of misconduct.

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5. Leave Benefits

You will be eligible for Leave as per prevailing rules and entitlements in line with the Company's Leave Policy, made available to all employees on the Company's Intranet portal, MASTEKNET. You will be able to access the portal on your joining. The rules and entitlements of Leave are subject to periodic review and all employees will be governed by any changes that may be brought in, at any later date.

Presently, you will be annually entitled to **18 days of Earned Leave (EL) and 8 days of Casual Leave (CL).** Apart from this, the Company also provides for Birthday Leave, Compensatory Off, Maternity Leave, Adoption Leave, Paternity Leave, Sabbatical Leave, etc. Operative details of these entitlements are explained in the Leave Policy document, which you can access after your joining.

6. Transfer

Your services are liable to be transferred to any other department, branch office or any other establishment anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.

7. Confidentiality

7.1 You will be responsible for maintaining the secrecy and confidentiality and shall not divulge/disclose to anyone the information obtained by you during the course of your employment. The same is applicable with respect to all the software or technical developments made by you or you had associated with during your service.

7.2 You will be required to sign an Undertaking on Conflict of Interest and Secrecy with the organization, on your joining.

8. Information Security

You will be required to abide by the Information Security Policy and procedures laid down by the Company.

9. Duty Hours

You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and also undertake tours and travels, as and when necessary. You will be compensated for the same as per the Company rules.

10. Age of Retirement

Your age of retirement will be 60 Years.

11. Medical Fitness

This offer and your appointment in the Company is subject to your being found medically fit.

12. Background Verification

This offer and your appointment in the Company is subject to your background verification clearance, which would be carried out by a third party Background Verification Agency.

13. Employee Data

In accordance with the stipulations under IT Act, 2008, Mastek assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. Mastek also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

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However, Mastek would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. Mastek will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

14. Others

14.1 Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.

14.2 You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.

14.3 The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.

14.4 The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

15. Liquidated Damages

15.1 The Employee acknowledges and undertakes

(a) to continue the association with the Company for period of (02) two years (Continuation Period), in consideration of which, the Company will provide extensive training with or without certification, internal or external, without charging any cost to the Employee;

(b) to acquire the training methodologies and understands the job responsibilities thoroughly, so that the same are carried out in an effective manner;

(c) to devote his/her whole-time, labor, skill and attention to and for the said training and assigned projects;

(d) not to engage himself/herself in any other employment / training or any other work, which is related to his/her functions and job description in the training provided by the Company; or with any other company, firm, person or group of persons during the continuance of the association with the Company and for a period of six (6) months thereafter; either for remuneration or free of charge or gratuitously, except with the express written permission of the Company;

(e) to utilize the knowledge acquired and skills developed through the training, for the best interest and benefit of the Company throughout the tenure of his/her association with the Company;

(f) that he/she shall not, at any time during the period employment and for a period of six (6) months after the termination of the employment, for any reason whatsoever, undertake or carry on either long or in partnership or in collaboration, nor to be employed directly or indirectly in any capacity whatsoever with any past or existing clients of the Company, except with the express written permission of the Company.

15.2 The Employee, as part of the consideration for the training efforts and costs involved, undertakes to continue the association or employment services with Company at least for the Continuation Period from the date of his/her actual joining with the Company and failing which agree and ready to pay only INR. 200,000/- (Rupees Two Lakhs only) as a liquidated damages ("Liquidated Damages") out of total Invested Expenses to the Company within maximum period of fifteen (15) days of the last working day without contesting the same; failing which the Company reserve the right to:

(a) charge penalty of 18% per annum;

(b) adjust the amount against dues payable to the Employee; and/or

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(c) seek legal remedies that the Company may have, at its option. It is clarified that the said amount is only a recovery of damages of the Company out of the Invested Expenses and is not in the nature of penalty.

16. Declarations

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

With regards,

Yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature:-……

Date:-……

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HRD/3T/1003308923/22-23

September 2, 2022

Mr. Kunal Vijay Sawant
D/4 , Badshah Nagar , Central Park 90 Feet Road
Near Us English Academy, Nallasopara (East),
Mumbai-401209
India

Ph: +91-7276860490

Dear Kunal,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by RICHARD GERARD LOBO
Date: 2022.09.06 15:30:08 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

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HRD/1003308923/22-23 September 2, 2022

Mr. Kunal Vijay Sawant
D/4 , Badshah Nagar , Central Park 90 Feet Road
Near Us English Academy, Nallasopara (East),
Mumbai-401209
India

Ph: +91-7276860490

Dear Kunal,

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

Here are the terms and conditions of our offer:

Definition

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

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

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

Joining

Your scheduled date of joining the employment of the Company will be **14-Nov-2022.**

Location

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

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

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Training

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

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

Terms and Conditions during Training

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

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

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

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

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

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

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

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a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

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

Leave

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

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

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

Increments and Promotions

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

Transfer

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

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Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month.The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

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National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month`s notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

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Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

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You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by RICHARD GERARD LOBO
Date: 2022.09.06 15:30:08 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
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ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Kunal Vijay Sawant**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Kunal Vijay Sawant**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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DALHOUSIE UNIVERSITY

June 17, 2022

To whom it may concern:

This is to confirm that Shivangkumar Gandhi (B00916876) is registered as a full-time student in the Master of Applied Computer Science program for the 2022/2023 Fall academic year (September 3, 2022 to December 31, 2022) at Dalhousie University.

Sincerely,

Adam Robertson

Adam Robertson
Assistant Vice-Provost Student Affairs and University Registrar

OFFICE OF THE REGISTRAR | PO Box 15000 | Halifax NS B3H 4R2 Canada | **902.494.2450** | FAX: 902.494.1630 | registrar@dal.ca | dal.ca/registrar
AGRICULTURAL CAMPUS | PO Box 550 | Truro NS B2N 5E3 Canada | **902.893.6722** | FAX: 902.895.5529 | enrolment.services@dal.ca | dal.ca/registrar-dac
DAL.CA

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MUMBAI

CLARK UNIVERSITY

Clark ID: C70301825

Dear Veer Sanjay Patel,

Congratulations! Clark University's School of Management is delighted to inform you that you have been accepted to the Full Time MS in Business Analytics program beginning in Fall 2022.

Clark University's School of Management provides you the best of both worlds—access to global business leaders along with the benefit of small class sizes and individualized curriculum. The School of Management is among the most prestigious business schools in the world earning AACSB accreditation and we are ranked by US News and World Report as a top 100 research institution. Our programs are characterized by high academic standards, meaningful collaboration among faculty and students, and a focus on global business practice and social change.

The Admissions Review Committee is proud to award you the School of Management Scholarship equal to 20% of your tuition expenses. You were selected for this award from a competitive pool of applicants because of your impressive credentials and accomplishments. In order to maintain eligibility for your scholarship, you must sustain a cumulative grade point average of 3.2 or higher.

In order to issue your I-20, which is required to apply for your student visa, proof of funding for the first year of tuition, fees, estimated living expenses, insurance, and other expenses must be provided. To request your visa document, please submit a New Student Request through the ISSO portal.

The School of Management asks that you accept our offer of admission by paying your non-refundable enrollment deposit. Please return to your application status page to complete this step by **April 1, 2022**.

Clark University's Graduate Office of Admissions is here to help you through the enrollment process. If you have any questions please contact us at gradadmissions@clarku.edu or +1 508 793 7373. We encourage you to review the checklist on our admitted student's website for details about enrolling, important dates, and required forms.

Once again, congratulations and we look forward to welcoming you to the Clark University community!

Sincerely,

Alan B. Eisner, PhD
Dean

Amy Daly Gardner
Associate Dean

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

School of Management

Director, Graduate Enrollment
Graduate Admissions Office



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Northeastern University
Global Services

August 25, 2022

Re: Confirmation letter from Northeastern University

Dear Sir/Madam:

Akshita Ravinder Singh (NUID: 002728447) is a fully admitted, full-time student at Northeastern University in the Master of Science of Data Analytics Engineering (CIP Code: 14.9999 - Engineering, Other) degree program at the Boston campus in Boston, MA. The student is registered and will be enrolled full time in Fall Undergraduate and Graduate Semester 2022 term academic courses. The term start date is 09/07/2022.

I can confirm the student has an Initial SEVIS record (N0033270534) and was issued valid documents for F-1 visa status. The student is eligible to arrive on campus for their program of study. Northeastern University is operational and the student will be enrolled in in-person/hybrid academic instruction for academic year 2022-2023. Northeastern University continues to plan for our upcoming academic terms in alignment with public health authorities so that our students will be able to successfully continue with their programs of study in the U.S.

Should you have any questions for Northeastern University, please do not hesitate to contact us.

Northeastern University Police Department (NUPD) 24/7 Dispatch Line: Emergency Number +1.617.373.3333 or Non-Emergency +1.617.373.2121.

Sincerely,

Sabina Muccigrosso
Asst Int'l Student & Scholar Advisor

Northeastern University Office of Global Services
ogs@northeastern.edu
617-373-2310

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

University at Buffalo
School of Engineering and Applied Sciences

Mr. Amey Naresh Narvekar
65/C-14, Aradhya C.H.S, Rsc-14, Gorai-1. Borivali West.
Mumbai, Maharashtra 400091
India
ameynarvekar01@gmail.com

Dear Mr. Amey Naresh Narvekar,

Congratulations! I am pleased to inform you that the School of Engineering and Applied Sciences at the University at Buffalo (UB), State University of New York is recommending your admission for the Fall 2021 semester to the degree of Masters of Science in Computer Science & Engineering.

This letter constitutes a recommendation of admission only. If you do not receive a separate financial aid offer with this letter, we are not able to offer you assistance at this time. However, all applicants are evaluated for possible financial assistance on a regular basis and we will contact you if aid becomes available at a later date. Please note that we have a very large applicant pool and limited funds for scholarships and assistantships.

This admission offer is limited to the area of study and the degree indicated above. If you wish to change your area of study or degree at a later date, an additional application and review process may be required. At all times during your program of study, you will be required to maintain continuous enrollment, demonstrate satisfactory progress towards completing your degree, and adhere to all relevant Policies and Procedures of the Computer Science & Engineering Program and UB Graduate School.

At the University at Buffalo, as is the practice at most other major universities in the U.S., the admission of students to graduate programs is a shared responsibility of academic departments and the Graduate School. General questions about the admissions process should be communicated to the School of Engineering and Applied Sciences Office of Graduate Education at gradeng@buffalo.edu or 1-716-645-9099.

We are pleased that you have chosen to apply to the University at Buffalo and are very hopeful that you will join our program. Please inform us of your acceptance of this recommendation of admission by completing our online **Statement of Intent** form found in your **Application Status Portal** at your earliest convenience. Also, please note the required health documentation and instructions for International applicants, both of which are summarized as an addendum to this letter.

We are excited to have you join our program and look forward to seeing you soon in Buffalo, New York.

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu

engineering.buffalo.edu

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

University at Buffalo
School of Engineering and Applied Sciences

Sincerely,

Kemper Lewis, PhD, MBA
Dean, School of Engineering and Applied Sciences
University at Buffalo

Immunization requirements:
In accordance with New York State Public Health Law, UB requires that all students (undergraduate, graduate, professional) born on or after January 1, 1957 provide proof of immunity against measles, mumps, and rubella. The state also requires that all students receive information about meningococcal disease and have made an informed decision about whether or not to receive immunization against meningococcal disease. UB students will not be allowed to register for classes until they have fulfilled these requirements. To learn more, visit http://bit.ly/32kTA2Q

Additional requirements for International applicants:
Upon final approval of your credentials in the Office of International Admissions, your I-20, along with information on housing and other appropriate items, will be sent to you directly from the Office of International Admissions. This process will take approximately one month after you have notified us of your acceptance of our offer; please note your application will not be forwarded to International Admissions until we receive your response.

This offer of admission is considered provisional until receipt of an official undergraduate transcript confirming your undergraduate degree conferral. The Office of International Admissions will provide you with instructions for sending these documents to the University at Buffalo.

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu

engineering.buffalo.edu

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MUMBAI

Northeastern University
College of Engineering

130 Snell Engineering Center
Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

4/1/2022

Durgesh Shantaprasad Sakhardande
29/226, Anand Nagar Om Chs, Nehru Road
Santacruz East
Mumbai 400055
India

Dear Mr. Durgesh Shantaprasad Sakhardande:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Fall 2022 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

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Master of Science--Engineering

Northeastern University
College of Engineering

130 Snell Engineering Center
Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

2/26/2021

Vinit Harsora
A/102, Snehadhara SOC, Natwar Nagar, RD NO:5
Above Hanuman Mandir, Jogeshwari E
Mumbai 400060
India

Dear Mr. Vinit Harsora:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Fall 2021 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

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MUMBAI



2/26/2021

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Vinit Harsora
A/102, Snehadhara SOC, Natwar Nagar, RD NO:5
Above Hanuman Mandir, Jogeshwari E
Mumbai 400060
India

NU ID No.: 002194175

CONTACT: vinciharsora@gmail.com

START Term: Fall 2021

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

SPECIAL ADMISSIONS NOTE: Please note that graduate courses completed (e.g. previously) outside of the approved curriculum for the program are not accepted for transfer. The approved courses (Core Requirements and Electives) are specified in the PROGRAM REQUIREMENTS section on the program's official web page.

CONCENTRATION: Not Applicable

ACADEMIC PROGRAM POINT OF CONTACT

NAME: Prof. Kal Bugrara
EMAIL: Program-related inquiries may be sent to:
https://coe.northeastern.edu/admissions/help

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You are encouraged to visit the department or program website for your program of acceptance and to read the Degree Requirements section carefully. If you have questions pertaining to your program of acceptance, please direct them to the person named above under ACADEMIC PROGRAM POINT OF CONTACT. Questions pertaining to health insurance, immunization requirements, and student tuition, billing and accounts should be directed to the appropriate offices referenced below. Otherwise for answers to common admissions questions (e.g. orientation, registration, visa-related) or to send an inquiry, visit https://coe.northeastern.edu/admissions/help

NEW STUDENT INFORMATION

The below information is provided to assist you during your preparation to begin or to continue your graduate studies at Northeastern University. It is important to note that new students should not register for courses until orientation or until receiving official guidance (typically provided via email within a month of the start of the term). Meanwhile, feel free to visit our new student information page to review pre-orientation information that was provided to new students who began here over the past year. This page will be updated as your term of entry approaches. Also visit https://coe.northeastern.edu/admissions/help for answers to common questions or to send an inquiry.

Accept or Decline Your Enrollment:
Please CLICK HERE to ACCEPT or to DECLINE this offer of acceptance. If you decide to Accept this offer, you will be prompted to provide a non-refundable deposit to confirm your attendance. This deposit is applied towards student fees, which all students will eventually incur upon enrollment. For planning purposes, we ask that you confirm your enrollment by paying the deposit by the enrollment deposit deadline. Print a receipt for your records.

Your enrollment deposit deadline: April 1, 2021

Activate Your Northeastern University Student Account (myNortheastern):
-If eligible, you will receive an email from Northeastern to your personal email ID that you used during the application process, and is associated with your Applicant ID/Record: vinciharsora@gmail.com
-The email is/was launched on or around the date published on this decision letter: 2/26/2021

-The email will come from the following generic Northeastern email ID: do-not-reply@northeastern.edu

-The subject of the email is **Claim Your Northeastern University Online Account**, and will contain a unique link, which will be valid for 30 days from the date of the email

-Claiming your myNortheastern account will allow you to check your brand new Northeastern email account, and will allow you access to a variety of university services, systems, and resources

If you need assistance or have questions about claiming your online account, or for any of your Northeastern technology needs, the university's IT Service Desk is available to support you 24/7 by phone at 617.373.HELP (4357) or email at help@northeastern.edu. If you send an email, include the personal email address

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that you provided on your application, include your NUID (referenced above as NU ID No.), and include your first name, last name, and your phone number.

For more information on how to claim your student account, please visit this website.

Student Financial Services:
For tuition and fee, billing, payment methods, and financial aid information, go to: https://studentfinance.northeastern.edu/.

I-20/F-1 Visa Request Process and Instructions:
If you are a current citizen or permanent resident of the United States, you do not need to complete an I-20 request. The I-20/F-1 visa process is relevant for most admitted, international students and may be initiated by following the below instructions.

- The request process is entirely electronic.

- I-20s may be express mailed after a complete electronic request is submitted and approved (I-20s cannot be sent via email attachment).

- New students who would like to request an I-20 should confirm their enrollment by paying the confirmation of enrollment deposit using the above instructions under the header: **Accept or Decline Your Enrollment**.

- Generally new students who submit a complete electronic request will receive their I-20 within 2-4 weeks of submitting their request.

- Our electronic system is referred to as **myOGS**.

- The name myOGS is derived from the office at Northeastern that serves international students: the Office of Global Services (OGS).

- To use the myOGS system, you must first activate your myNortheastern account using the above instructions.

- To login to the myOGS system, you will use your myNortheastern Username and your myNortheastern Password.

- You will be prompted to upload several documents into the myOGS system to complete the I-20 process.

You will need electronic copies of the following:
1. **Color copy** of the identity page of your passport

2. Financial documents demonstrating at least $45,561 USD of support (the amount is different for students who plan to bring their spouse or a dependent with them, or who are admitted to a campus other than Boston). Please ensure that your document meets the following criteria to avoid denial of your request:

- Dated within 9 months of the program start date
- Maturity date does not exceed the program start date



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- If fixed deposits: funds must mature before start date **or** confirm in writing that they may be withdrawn at any time

Financial documents and letters of financial support must be printed in English and the names of sponsors should be printed and signed in English. You may complete the myOGS process over several sessions.

To begin using the myOGS system, CLICK HERE.

Problems?
If you attempt to use the myOGS system within 48 hours of setting up your myNortheastern account, you may experience technical problems since university systems typically take 1-2 days to update. If 2 days pass after you set up your myNortheastern account, and you experience problems with myOGS, send an email to: help@northeastern.edu for assistance. If you send such email, include the following information in the body of your email: (1) your NUID number (accessible by logging into your myNortheastern account), (2) the link that you are trying to use which is not working/causing problems, (3) a screen shot of the error, and (4) your email address.

Office of Global Services (OGS) orientation is mandatory for all international students. Please visit www.northeastern.edu/ogs/ for further information.

Graduate Cooperative Education (Co-op) Program:
The Graduate Cooperative Education program in the Northeastern University College of Engineering provides students with the preparation for professional work experiences and enables students who are eligible to participate in a cooperative education experience. Cooperative education policies and eligibility requirements are provided at:
http://www.coe.neu.edu/graduate-co-op/graduate-co-op-eligibility-and-requirements

Completing Your Official Admissions File:
As soon as you decide that you plan to enroll at Northeastern University, arrange to send to us your official GRE and/or TOEFL/IELTS scores if required of you as an applicant, and if you have not done so already. Official test scores are those that are sent from the appropriate testing agency directly to Northeastern University. Also please arrange to mail to us your official transcripts (or their equivalent) to complete your official admissions file. Official transcripts are those that are sent from your previous institution directly to Northeastern University. Your goal should be to complete your admissions file/record before you enroll in courses, if possible. Mail to:

ATTN: Admissions
Graduate School of Engineering
Northeastern University
130 Snell Engineering Center
360 Huntington Avenue
Boston, MA 02115

Official transcripts should include information on all courses, grades, and credits taken at any and all university-level institutions attended and if a degree was conferred, the transcripts should include information about the degree conferred and date of conferral. If your transcripts do not reflect your degree conferred and date of conferral, please also arrange to provide your final, official diploma or degree certificate. If your documents are in a language other than English, arrange also to send to us official English language translations. Note that any documentation that you submit to Northeastern University becomes the property of Northeastern University and cannot be returned.

If you already made the appropriate arrangements to complete your file, please do not be concerned with your status as shown on your electronic application, as it may take us

ATHARVA COLLEGE OF ENGINEERING MUMBAI
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several weeks to update our records. If additional information is needed, you will be contacted.

Health Insurance:
The Commonwealth of Massachusetts requires that all students who are matriculating, carry a course load of nine credits or more or are enrolled in a **full-time** program have hospital insurance. Students who are covered under comparable insurance may request to waive the health insurance fee. The University Health and Counseling Services Center, Northeastern's student health services, coordinates care for all students enrolled in the health insurance plan. Graduate students who have waived participation in the insurance are eligible for services if they have paid the student health fee. Please refer to the University Health and Counseling Services Center's web site for further information, http://www.northeastern.edu/uhcs/

Immunization Requirements:
In accordance with state law, full-time students must provide documentation of immunity to certain diseases. Students will be blocked from registration for the next semester until this requirement is met. Contact your clinician for completion of the Health Form: http://www.northeastern.edu/uhcs/wp-content/uploads/2016/03/2016-17-Health-Report-Meningitis-Waiver.pdf. You can contact the University Health and Counseling Services Center for further information.

On-Campus Housing:
All full-time students enrolled in a graduate program at Northeastern may apply to live in campus housing. Because space is limited, housing is not guaranteed. The application form is available on the On-Campus Housing and Residential Services web site, https://www.northeastern.edu/housing/university-housing/

Off-Campus Housing:
Students may search for housing, sublets, and roommates through the listings and message boards on http://www.northeastern.edu/offcampus/ This free service requires account registration with your Northeastern e-mail account.

Contact a Current Student!
You are invited to contact one or more currently enrolled *Graduate School of Engineering* students to learn more about the graduate student experience at Northeastern! For more information, visit: http://web.northeastern.edu/coe-graduate-student-ambassadors

Northeastern Videos:
http://www.youtube.com/user/Northeastern

Attend a Northeastern Admitted Student Webinar
You are invited to an upcoming webinar to learn more about important next steps in the enrollment process. The webinars are open to admitted students from any and all colleges and programs at Northeastern and are not specific to the *Graduate School of Engineering*. For more information, visit:
https://pages.northeastern.edu/COMPOLEWBR2019-08-06AdmittedStudentWebinar_LP1.html

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California State University
SAN MARCOS

Global Programs and Services California State University San Marcos 333 S. Twin Oaks Valley Road San Marcos, CA 92096-0001 USA
Tel: (760) 750-4844 **Fax:** 760.750.3779 intappl@csusm.edu http://www.csusm.edu/global

March 10, 2021

Mandar Shivaji Hanchate
205/3, Shailputri Bldg, Shakti Sra Society, Bhabrekar N
Charkop, Kandivali West
Mumbai, MH 400067 India

Dear Mr. Mandar Shivaji Hanchate:

Congratulations on your recent admission to California State University, San Marcos for the fall 2021 term. You have been conditionally admitted as a graduate student pursuing a master's degree in Computer Science. Please be advised you must fulfill the condition(s) as stipulated in the enclosed letter from the Computer Science department. You must also maintain the required CSUSM admission criteria to remain eligible for the fall 2021 term.

Orientation Requirement:
All students admitted to Cal State San Marcos are required to attend orientation. For International Students, you will attend **International Student Orientation** with the **Office of Global Education** and will receive more information from them shortly.

Dates of Fall 2021 International Student Orientation:

- **August 24-27, 2021:** Mandatory orientation for all international students

Once again, congratulations on your admission. I look forward to hearing from you.

Sincerely,

Colleen Manthey
Assistant Director, International Admissions
cmanthey@csusm.edu

CM:eq

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

California State University
SAN MARCOS

California State University San Marcos 333 S. Twin Oaks Valley Road San Marcos, CA 92096-0001
Tel: 760.750.8299 Fax: 760.750. 3439 ahadaegh@csusm.edu www.csusm.edu/cs

Date: March 6, 2021
ID: 201000077
Email: hanchatemandar@gmail.com

Dear Mandar

It is with great pleasure to inform you that you have been admitted into the Master of Sciences in Computer Science (MSCS) Program at California State University, San Marcos for ***Fall 2021***.

In reviewing your transcript, we have determined that the following undergraduate course must be passed first to move to the **classified** status.

- CS421: Theory of Computing
- CS441: Software Engineering

You must complete the above course by the end of ***Spring 2022***. Please contact me if you need help with class enrollment as a new student.

If you done CS441 with a grade of C or higher before enrolling in the MSCS program in ***Fall 2021*** we can transfer that toward your master degree. If you passed the course in other universities, it can be transferred if the course description is equivalent to the courses at CSUSM.

Your course plans will be discussed at the Orientation Session in ***August 2021***.

Please note that this letter is from the Department of Computer Science and is not the official acceptance letter from the University Admission Office. Please contact International applications office, ***Colleen Manthey*** (cmanthey@csusm.edu) if you have any question about the official admission status.

Congratulations on your admission to our program and I look forward to welcoming you in ***August 2021***. Please don't hesitate to let me know if I could be of any assistance.

Whether you plan to attend our program or not, please let us know as soon as possible.

Sincerely,

Dr. Ahmad R. Hadaegh
Professor and Graduate Coordinator of
Department of Computer Science and Information Systems
ahadaegh@csusm.edu
A. R. HADAEGH

CC: International Applications Office, Colleen Manthey (cmanthey@csusm.edu)

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Northeastern University
College of Engineering

130 Snell Engineering Center
Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

9/25/2020

Romita Ramesh Bangera
Plot No 45, Room No. 203, Aarati Bldg
RDP-1, Sector-2,Charkop, Kandivali West
Mumbai 400067
India

Dear Ms. Romita Ramesh Bangera:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Spring 2021 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

9/25/2020

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

DEFERRAL LETTER

Dear Romita Ramesh Bangera:

I am pleased to inform you that your request to defer your admission to the Spring 2021 semester has been granted. If you indicated a preference for Fall 2021 entry, note that your seat is guaranteed. If you do not enroll for the Spring 2021 term, your record will automatically be adjusted for Fall 2021 entry. Meanwhile, you are encouraged to investigate Spring 2021 entry options. Deferring international students for Spring 2021 entry who made a Fall 2020 I-20 request are encouraged to re-initiate the I-20 process using the below instructions by on or before October 2 to potentially preserve their SEVIS record. Deferring international students for Fall 2021 entry may not make an I-20 request until after February 1, 2021.

Thank you for your continued interest in the *Graduate School of Engineering* at Northeastern University.



9/25/2020

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Romita Ramesh Bangera
Plot No 45, Room No. 203, Aarati Bldg
RDP-1, Sector-2,Charkop, Kandivali West
Mumbai 400067
India

NU ID No.: 001586639

CONTACT: romsbangera@gmail.com

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

START Term: Spring 2021

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

SPECIAL ADMISSIONS NOTE: Please note that graduate courses completed (e.g. previously) outside of the approved curriculum for the program are not accepted for transfer. The approved courses (Core Requirements and Electives) are specified in the PROGRAM REQUIREMENTS section on the program's official web page.

CONCENTRATION: Not Applicable

ACADEMIC PROGRAM POINT OF CONTACT

NAME: Prof. Kal Bugrara
EMAIL: Program-related inquiries may be sent to:
https://coe.northeastern.edu/admissions/help

You are encouraged to visit the department or program website for your program of acceptance and to read the Degree Requirements section carefully. If you have questions pertaining to your program of acceptance, please direct them to the person named above under ACADEMIC PROGRAM POINT OF CONTACT. Questions pertaining to health insurance, immunization requirements, and student tuition, billing and accounts should be directed to the appropriate offices referenced below. Otherwise for answers to common admissions questions (e.g. orientation, registration, visa-related) or to send an inquiry, visit https://coe.northeastern.edu/admissions/help

NEW STUDENT INFORMATION

The below information is provided to assist you during your preparation to begin or to continue your graduate studies at Northeastern University. It is important to note that new students should not register for courses until orientation or until receiving official guidance (typically provided via email within a month of the start of the term). Meanwhile, feel free to visit our new student information page to review pre-orientation information that was provided to new students who began here over the past year. This page will be updated as your term of entry approaches. Also visit https://coe.northeastern.edu/admissions/help for answers to common questions or to send an inquiry.

Accept or Decline Your Enrollment:
Please CLICK HERE to ACCEPT or to DECLINE this offer of acceptance. If you

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MUMBAI

decide to Accept this offer, you will be prompted to provide a non-refundable deposit to confirm your attendance. This deposit is applied towards student fees, which all students will eventually incur upon enrollment. For planning purposes, we ask that you confirm your enrollment by paying the deposit by the enrollment deposit deadline. Print a receipt for your records.

Your enrollment deposit deadline: November 1, 2020

Activate Your Northeastern University Student Account (myNortheastern):
-If eligible, you will receive an email from Northeastern to your personal email ID that you used during the application process, and is associated with your Applicant ID/Record: romsbangera@gmail.com
-The email is/was launched on or around the date published on this decision letter: 9/25/2020

-The email will come from the following generic Northeastern email ID: do-not-reply@northeastern.edu

-The subject of the email is **Claim Your Northeastern University Online Account**, and will contain a unique link, which will be valid for 30 days from the date of the email

-Claiming your myNortheastern account will allow you to check your brand new Northeastern email account, and will allow you access to a variety of university services, systems, and resources

If you need assistance or have questions about claiming your online account, or for any of your Northeastern technology needs, the university's IT Service Desk is available to support you 24/7 by phone at 617.373.HELP (4357) or email at help@northeastern.edu. If you send an email, include the personal email address that you provided on your application, include your NUID (referenced above as NU ID No.), and include your first name, last name, and your phone number.

For more information on how to claim your student account, please visit this website.

Student Financial Services:
For tuition and fee, billing, payment methods, and financial aid information, go to: http://www.northeastern.edu/financialaid/tuitionandfees/.

I-20/F-1 Visa Request Process and Instructions:
If you are a current citizen or permanent resident of the United States, you do not need to complete an I-20 request. The I-20/F-1 visa process is relevant for most admitted, international students and may be initiated by following the below instructions.

- The request process is entirely electronic.

- I-20s may be express mailed after a complete electronic request is submitted and approved (I-20s cannot be sent via email attachment).

- New students who would like to request an I-20 should confirm their enrollment by paying the confirmation of enrollment deposit using the above instructions under the header: **Accept or Decline Your Enrollment**.

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- Generally new students who submit a complete electronic request will receive their I-20 within 2-4 weeks of submitting their request.

- Our electronic system is referred to as **myOGS**.

- The name myOGS is derived from the office at Northeastern that serves international students: the Office of Global Services (OGS).

- To use the myOGS system, you must first activate your myNortheastern account using the above instructions.

- To login to the myOGS system, you will use your myNortheastern Username and your myNortheastern Password.

- You will be prompted to upload several documents into the myOGS system to complete the I-20 process.

You will need electronic copies of the following:
1. **Color copy** of the identity page of your passport

2. Financial documents demonstrating at least $45,561 USD of support (the amount is different for students who plan to bring their spouse or a dependent with them, or who are admitted to a campus other than Boston). Please ensure that your document meets the following criteria to avoid denial of your request:

- Dated within 9 months of the program start date
- Maturity date does not exceed the program start date
- If fixed deposits: funds must mature before start date **or** confirm in writing that they may be withdrawn at any time

Financial documents and letters of financial support must be printed in English and the names of sponsors should be printed and signed in English. You may complete the myOGS process over several sessions.

To begin using the myOGS system, CLICK HERE.

Problems?
If you attempt to use the myOGS system within 48 hours of setting up your myNortheastern account, you may experience technical problems since university systems typically take 1-2 days to update. If 2 days pass after you set up your myNortheastern account, and you experience problems with myOGS, send an email to: help@northeastern.edu for assistance. If you send such email, include the following information in the body of your email: (1) your NUID number (accessible by logging into your myNortheastern account), (2) the link that you are trying to use which is not working/causing problems, (3) a screen shot of the error, and (4) your email address.

Office of Global Services (OGS) orientation is mandatory for all international students. Please visit www.northeastern.edu/ogs/ for further information.

Graduate Cooperative Education (Co-op) Program:
The Graduate Cooperative Education program in the Northeastern University College of Engineering provides students with the preparation for professional work experiences and enables students who are eligible to participate in a cooperative education experience. Cooperative education policies and eligibility requirements are provided at:

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http://www.coe.neu.edu/graduate-co-op/graduate-co-op-eligibility-and-requirements

Completing Your Official Admissions File:
As soon as you decide that you plan to enroll at Northeastern University, arrange to send to us your official GRE and/or TOEFL/IELTS scores if required of you as an applicant, and if you have not done so already. Official test scores are those that are sent from the appropriate testing agency directly to Northeastern University. Also please arrange to mail to us your official transcripts (or their equivalent) to complete your official admissions file. Official transcripts are those that are sent from your previous institution directly to Northeastern University. Your goal should be to complete your admissions file/record before you enroll in courses, if possible. Mail to:

ATTN: Admissions
Graduate School of Engineering
Northeastern University
130 Snell Engineering Center
360 Huntington Avenue
Boston, MA 02115

Official transcripts should include information on all courses, grades, and credits taken at any and all university-level institutions attended and if a degree was conferred, the transcripts should include information about the degree conferred and date of conferral. If your transcripts do not reflect your degree conferred and date of conferral, please also arrange to provide your final, official diploma or degree certificate. If your documents are in a language other than English, arrange also to send to us official English language translations. Note that any documentation that you submit to Northeastern University becomes the property of Northeastern University and cannot be returned.

If you already made the appropriate arrangements to complete your file, please do not be concerned with your status as shown on your electronic application, as it may take us several weeks to update our records. If additional information is needed, you will be contacted.

Health Insurance:
The Commonwealth of Massachusetts requires that all students who are matriculating, carry a course load of nine credits or more or are enrolled in a **full-time** program have hospital insurance. Students who are covered under comparable insurance may request to waive the health insurance fee. The University Health and Counseling Services Center, Northeastern's student health services, coordinates care for all students enrolled in the health insurance plan. Graduate students who have waived participation in the insurance are eligible for services if they have paid the student health fee. Please refer to the University Health and Counseling Services Center's web site for further information,
http://www.northeastern.edu/uhcs/

Immunization Requirements:
In accordance with state law, full-time students must provide documentation of immunity to certain diseases. Students will be blocked from registration for the next semester until this requirement is met. Contact your clinician for completion of the Health Form: http://www.northeastern.edu/uhcs/wp-content/uploads/2016/03/2016-17-Health-Report-Meningitis-Waiver.pdf. You can contact the University Health and Counseling Services Center for further information.

On-Campus Housing:
All full-time students enrolled in a graduate program at Northeastern may apply to live in

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campus housing. Because space is limited, housing is not guaranteed. The application form is available on the On-Campus Housing and Residential Services web site, https://www.northeastern.edu/housing/university-housing/

Off-Campus Housing:
Students may search for housing, sublets, and roommates through the listings and message boards on http://www.northeastern.edu/offcampus/ This free service requires account registration with your Northeastern e-mail account.

Contact a Current Student!
You are invited to contact one or more currently enrolled *Graduate School of Engineering* students to learn more about the graduate student experience at Northeastern! For more information, visit: http://web.northeastern.edu/coe-graduate-student-ambassadors

Northeastern Videos:
http://www.youtube.com/user/Northeastern

Attend a Northeastern Admitted Student Webinar
You are invited to an upcoming webinar to learn more about important next steps in the enrollment process. The webinars are open to admitted students from any and all colleges and programs at Northeastern and are not specific to the *Graduate School of Engineering*. For more information, visit:
https://pages.northeastern.edu/COMPOLEWBR2019-08-06AdmittedStudentWebinar_LP1.html

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www.coventry.ac.uk/international

Postgraduate Masters Taught International Conditional Offer

Mr. Nishant Vijay Kosambiya
A/303, Vrindavan Tower, Padma Nagar, Near Phoenix
Mumbai
Maharahstra
400092
India

Student ID:13382256

Date: 13 October 2022

Dear Mr. Kosambiya,

Application Decision

Coventry University, Coventry University London, CU Coventry, CU London and CU Scarborough come together to form part of the Coventry University Group (the "University") with all degrees awarded by Coventry University.

With reference to your application to study at the University, we are delighted to offer you a place on the following course which is conditional on the 'offer conditions' detailed below being met:-

Course Title	MSc Data Science (RQF Level 7)
Location	Coventry University
Award on Successful Completion	MSc
Stage of Entry	Stage 1
Academic Course Start Date	16 January 2023
Usual Course Duration	1 year
Total Anticipated Tuition Fees per Academic Stage/Year of the Course	£18250.00 as advertised for the 2022/2023 Academic Year [use your student ID as a payment reference]
1st Tuition Fee Payment for the first Academic Stage(the Deposit to secure your place)	**£4000.00** to be received by the University as part of your offer conditions. On meeting your other offer conditions and by paying this Deposit, you formally accept your offer of a place with the University.
2nd Tuition Fee Payment for the first Academic Stage/Year to be received by the University before your arrival for enrolment (payable once your Visa has been issued to you)	**Additional £4000.00** to be received by the University before enrolment begins on **9th January 2023**
Remaining Tuition payment for the Academic Stage/Year	£10250.00 to be received by the University by the payment deadlines detailed in the Tuition Fee Terms and Conditions. 50% of remaining tuition fees to be received by the University before 15th March 2023(TBC). Remaining balance to be received by the University before 15th May 2023(TBC). See details in the Tuition Fee Terms and Conditions on our website.
Scholarship/Tuition Award (subject to eligibility)	These are awarded based on specific requirements and **are subject to eligibility**. Please note final confirmation of any awards/scholarships will be confirmed on your CAS statement. *if awarded, this is only valid for your first year of study at the University*
Estimated Living Expenses (based on UKVI Guidance)[UKVI Student Route Policy Guidance]	Estimated at £1023.00 per month

We regularly review our course content, to make it relevant and current for the benefit of our students. Please check the current online course pages to read about the course on which you are being offered a Conditional place.

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Offer Conditions

You are required to accept your offer and meet all the following conditions **before 5th December 2022 to be eligible to enrol** on your course:

- **Complete and pass interview assessment with International Student Support team.**
- **Provide a detailed personal statement to support your application by mentioning Data Science and addressing Coventry university**
- **Pay £4000.00 to secure your place onto the course. The 2nd payment must be paid and received at the University before your arrival for enrolment. You must have paid a minimum of £8000.00 in order to be able to complete your enrolment. Refunds may be given if you are refused a student visa (subject to the University Policy and Current UKVI Immigration Regulations).**

You are required to meet the following conditions before enrolment begins on 9th January 2023:

- **Obtain a UKVI Student Visa to permit you to study in the UK (Please ensure you apply for an ATAS certificate and include it with your visa application if your course requires you to hold one) Send a copy of your ATAS certificate once it's been issued to you.**

- **Pay the 2nd installment of your tuition fees which must be received by the University before your arrival for enrolment. [*Once you have received your visa, please make arrangements to pay your 2nd instalment before 9th January 2023. Please note, tuition awards and scholarships cannot be used to fulfil this requirement (they can only be applied towards the fulfilment of your final instalment).]***

- **Ensure you have and bring with you the originals of all the academic documents used in issuing your CAS to you. Photocopies or photos of these on your phone will not be accepted at enrolment**

Refunds may be given if you are refused a student visa (subject to the University Refund Policy and Current UKVI Immigration Regulations).

Important Information-please read

Enrolment onto your course is subject to you obtaining the right to study in the UK on a course at the University.

Confirmation of Acceptance for Studies ("CAS")

On confirmation of evidence that you have met all the entry conditions set out above, save for obtaining a visa, including receipt of your 1st Tuition payment (or an acceptable financial guarantee letter) by our finance department, we will e-mail you your unique CAS number. This will be a PDF copy of the CAS statement generated from the UKVI's SMS portal. You will need your CAS to apply for your student visa. Where applicable, we may be able to issue you an Unconditional Offer Letter as evidence that you have fulfilled all admissions entry requirements

Accepting Our Offer

If you wish to accept this offer and firmly reserve a place you must reply by email quoting your name and reference number (as above) and confirming the course you are accepting. Alternatively, on meeting your offer conditions and by paying the Deposit, on receipt of the Deposit by the University you formally accept your offer of a place with the University.

This offer has been made on the basis that you are an International Student. If this is not correct, this offer may be withdrawn at any time.

If you consider that you are a Home fee paying please contact ukadmissions@coventry.ac.uk who will review this offer.

By accepting your offer of a place, a Student Contract will be formed between you and the University. A copy of the 22/23 Student Contract will be sent in due course, which you will be signing up to when you enrol. A copy of

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the 21/22 Student Contract can be found on our website. This Offer Letter, the 22/23 Student Contract (and the documents referenced within it), detail the rights and the obligations you will be bound by during your time as a student and contain the obligations that the University will owe to you. You should read the Student Contract before you accept an offer of a place and before you enrol at the University.

Your Student Contract with the University begins as soon as you accept your offer. If you want to cancel your place, you have the right to do so within 14 days of accepting the offer. Within that 14 day cooling off period, you do not have to give a reason for cancelling. However, you must tell us that you want to cancel your place in a clear, written statement. If you need help making your statement clear, you can fill out the cancellation form attached to the enclosed 22/23 Student Contract and email it to applications.io@coventry.ac.uk .

Enrolment Details

Further information will be sent to you by email advising you on how to enrol, most importantly:

- Ensure you do bring originals of the academic documents used by the Admissions team to issue your CAS to you [these would be stated on your CAS in the evidence to obtain offer section.] for verification by the University's Compliance team
- Ensure your personal details including your full names and date of birth on your original academic documents **do match** the same details on your passport. If there are any discrepancies between these documents and your passport you need to provide a supporting letter from your previous institution confirming you are indeed the same person who studied with them and was awarded the qualification. Please note the University does not accept affidavits and these would not be accepted for enrolment.
- You must have paid up to £8000.00 before you arrive to enrol.

Further information can be found at https://www.coventry.ac.uk/study-at-coventry/get-ready/

Document Verification – Academics and Evidence of English Proficiency

At enrolment, we will need to verify your academic and English qualifications stated on your CAS or Unconditional Offer letter. You MUST bring these original documents with you to enrol onto your course. Photocopies or electronic copies will NOT be accepted and you will not be able to enrol. Likewise, you may not be allowed to attend classes if originals of these are not provided.

Tuition Fees

The University will charge tuition fees in accordance with the 'Tuition Fee Terms and Conditions and Refund Policy. **Please ensure that you read the 'tuition fee terms and conditions"**:

https://www.coventry.ac.uk/the-university/key-information/registry/withdrawal-refunds/

International Students (Non-EU) are required to pay a tuition fee deposit at each Academic Stage/Year to secure a place. Before you can fully enrol onto your course, or each Academic Stage/Year, £8000.00 of your full tuition fees for the relevant Academic Stage/Year must be received by the University. Please ensure you allow sufficient time (approx. 7- 10 working days) for your payment to be processed by your bank, received by the University and credited in to your student account. You may not be able to attend classes and have full access to University facilities, if you do not fulfil all the requirements for enrolment.

If you have to extend your studies beyond the normal duration of the course (e.g. to repeat a year or resit examinations) the University reserves the right to charge you fees at a higher rate during the additional period of study.

This offer is produced on our understanding that you are an overseas fee payer. If for any reason you believe you are a Home student, you need to complete a fee assessment form and provide all supporting documents for us to assess and confirm your fee status. We will need this completed at least 8 weeks to the start of your course. No applications for fee assessment will be accepted if we will not have enough time to process your request and make an informed decision to confirm your fee status before you are enrolled on the course. If you commence your

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studies as an overseas fee payer, without a fee assessment, you will remain an overseas fee payer for the duration of your course, unless there is a significant change in your immigration status and at the University's discretion.

Please note you may be asked to provide evidence of your financial documents before your CAS is released to you. Your financial documents must meet the requirements for a student visa application. You can find more information here: https://www.gov.uk/student-visa

EU Students

If you have the right to live in the UK, including under the UK Government's EU Settlement Scheme or because you are from the Republic of Ireland, you may be exempt from paying international fees and we encourage you to contact us via ukadmissions@coventry.ac.uk to discuss this further. Please note you will be required to provide documentation to prove your fee status eligibility.

Relevant Unspent Criminal Convictions

The University asks all individuals seeking sponsorship by the University to declare any relevant unspent criminal convictions in accordance with its 'Disclosure of Criminal Convictions Policy and Procedure'. If you accept this offer, you will receive an email with a declaration form which you must return to the University for consideration before your CAS will be issued to you.

You can see the 'Disclosure of Criminal Convictions Policy and Procedure' here

How to Pay (you will need to quote your Student ID number and full names when making payment):

- Provide your official sponsorship / financial guarantee letter (covering the full cost of your PSE programme and degree course)
- Other methods- see information here

*** In some instances, we may need to track your payment in order to process your application further, please retain your proof of payment to facilitate tracking of that payment where necessary (Eg. MT103 form).

Please note that students or 3rd parties may no longer be able to pay in Cash deposits at the branch counters at some UK banks. So we strongly advice you make your tuition payment(s) using one of the options highlighted above.

Tuition Awards and Scholarships

If you have been awarded a tuition award or scholarship, you will only be able to apply them onto your final tuition payment (not towards your second instalment). If paying your full fees upfront, at once before enrolment, we recommend that you deduct the value of the tuition award or scholarship before making your full payment. Refunds could take numerous weeks to process.

Academic Progression

If you have ever studied in the UK prior to joining the University, you must provide details of any study undertaken, including results and copies of visas held. You should also inform us of any courses you have failed or failed to complete for any reason. Failure to disclose this may result in visa refusal or withdrawal of our sponsorship of your study in the UK.

Sponsored Students

If you are being sponsored by a UKVI approved organisation (such as your Government or your employer), please ensure you provide us with a formal and acceptable letter of Sponsorship confirming the terms of the sponsorship, in accordance to the tuition and maintenance fees stated above.

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Please note that the University does not accept MOHE sponsored student onto Undergraduate courses that are less than 3 years in length.

Completing the under- 18 Parental Consent and Guardianship Form (if required)

If you are under the age of 18 at the time you accept this offer, you need your parent or guardian's consent and you must fill in the form providing us with contact details of a UK-based parent/guardian, who will be accessible to the University should the need arise.

We will not issue your CAS letter if this form is not completed fully and returned to us.

Alternative Offers

Please note that admissions onto our courses are subject to you fulfilling our minimum entry requirements. If we assess your application and qualification(s) (with you providing a portfolio, undergoing a faculty interview where required) for a particular course, we may have offered you an alternative course that is more suitable to you based on your qualifications and skill set. Please note, alternative courses offered may take place at one of our other campuses. Please read the offer details above very carefully.

MDes or MEng Programmes are over four years with the possibility of doing an Industry Enhancement year. This is reflected within the exit titles associated with the four-year courses, either Sandwich BA/BEng (Hons) qualification or an integrated Masters course with an MDes/MEng qualification. The Integrated Masters route is designed for high achieving students to continue their studies and to develop advanced technical skills; as such, achievement attained during level 2 is used to determine suitability for progression. Additionally, a three year BA (Hons) degree is available for those wishing to omit the Industry Enhancement year. We would only issue an offer and CAS for a standard 3 year or 4 year BA/BSc Degree and not for an integrated masters.

If you opt to extend the length of your course after your visa has been granted and this extension does not involve an Industrial placement, you will be required to return to your home country in order to extend your student visa. You will be responsible for covering all additional costs associated with this including visa applications and return travel.

Applying for an ATAS Certificate (if required)

If any of your subjects are listed in the attached ATAS list, you **must** apply and obtain an ATAS certificate (issued by the Academic Technology Approval Scheme), before you apply for or extend your Visa, Entry Clearance, or Extension of Stay. **If your course is not listed, it MAY STILL require ATAS, so please ensure you check the Home Office website for updates.** Please visit https://www.gov.uk/guidance/academic-technology-approval-scheme to apply online for your ATAS certificate **if required** and obtain more information on the scheme.

If an ATAS certificate is required, you will not be granted access to your learning materials or be permitted to enrol onto your course until you provide a relevant ATAS certificate to the University.

Data protection

The University has a comprehensive Data Protection Policy which can be found on our website.

You can find out more about how the University handles student data and your rights in relation to data protection in our Fair Processing Notice for students a copy of which can be found on our website at

https://www.coventry.ac.uk/the-university/gdpr-and-data-protection/fair-processing-notices-and-ico-registration-numbers/

It is important that you read this Fair Processing Notice as it will tell you what personal information we collect from you, why, what we do with it and who we may share it with.

Personal Details

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Please notify us if you change your address, email or telephone contact details so that we will keep in touch with you until enrolment. Good luck with your preparations and we hope you will be able to join us at the University soon. If you have any further queries please do not hesitate to contact us.

Yours Sincerely

Gary Armstrong
Group Director, Recruitment and Admissions
Coventry University

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1190949

Letter of Intent ("LOI")

Dear Rohit Sonawane,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1190949**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1190949**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1190949**

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

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Rohit Sonawane
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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TRACK WIZZ

TSS Consultancy Pvt. Ltd.
Regd. And Corp Office: 602/603, A Wing, Tradelink Bldg., Kamala Mill Compound, Lower Parel, Mum-400013
U67120MH2005PTC153186
Email: hr@tssconsultancy.com Phone: +91 22 61641181/140

Nikhil Patil
Mob: 7715099131
Email: nikhilpatil2532000@gmail.com

Date: 16th September 2021
Ref No: HR/16092021-07
TrackMan ID: TM-179094

Dear Nikhil,

TSS Consultancy Pvt. Ltd. is pleased to confirm an offer of employment to you as "Jr. Software Engineer" in our Company. The details of our offer are as follows:

Compensation and Benefits:

- You will be on probation for 1st Six months. Your Cost to Company (CTC) during probation will be at the annual rate of Rs. 4,50,000/-. Based on your performance, we may offer you Permanent Employment. The details of which are as follows:
- Your Cost to Company (CTC) will be at the annual rate of Rs. 4,50,000/- for the 1st Year and Rs. 5,60,000/- for the 2nd Year, subject to the performance meeting the expectations (i.e. Grade "A" as per the "Engineering Grading Guidelines", in all consecutive months during the year) less applicable deductions, payable in accordance with the applicable laws and the Company's practices.
- The Company observes holidays as per its own calendar which will be shared with you.
- You will be entitled for 23 paid leaves every year, in addition to the Company holidays.
- In addition to the CTC, you will be provided with a health insurance cover of Rs 1 lac.

Working hours:

- In addition to the normal workdays (Monday To Friday) Please find your Saturday Working policy as mentioned below:

  1. One Saturday Off in a month during probation period.

  2. Thereafter Three Saturdays Off in a month.

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Employment Conditions:

- In view of the nature of our business, it may become necessary to sometimes require you to work at other times to support our clients. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.
- You agree to work from any office of TSS or Customer of TSS located on all India basis.
- You agree not to resign from the company for a period of 24 months, which includes probation period of 6 months.
- Your notice period will be 3 months, however Company reserves its right to accept your Resignation and reduce notice period depending upon the circumstances.

Compliance with policies and procedures:

- As a condition of employment with TSS Consultancy Pvt. Ltd., you will be required to sign an Employee Agreement and Confidentiality Agreement, which specify, amongst other things, your obligations with respect to confidential, secret or proprietary information and intellectual property you may have access to in the course of your employment.
- This offer is subject to a thorough employment and background verification conducted by the Company or an outside service bureau and contingent on a satisfactory check.
- Date of Joining is subject to all documents received and verified by TSS before joining.

We are keen to have you join us. Joining date will be informed to you separately. Please indicate your acceptance by mailing the signed offer letter by 18th September 2021

Regards,

For TSS Consultancy Pvt. Ltd.

SHEETAL SANJAY THAKKAR

Digitally signed by SHEETAL SANJAY THAKKAR
Date: 2021.09.16 20:08:56 +05'30'

Authorized Signatory

****

I accept the offer of full-time employment with the Company on the terms and conditions stated above.

Signed: _____ Date: _____

Full Name: _____ Joining Date: _____

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ANNEXURE 1: -

INDICATIVE CTC BREAKUP for 1st Year		
SALARY HEADS	**MONTHLY**	**ANNUALLY**
Basic	15000	180000
HRA	7500	90000
Statutory Bonus	2200	26400
LTA	4200	50400
Special Allowance	6800	81600
Monthly Salary (A)	**35700**	**428400**
Deductions:		
Professional Tax	200	2500
Employee PF	1800	21600
Salary in Hand	**33700**	**404400**
+ Employer PF (B)	**1800**	**21600**
Annual CTC (A+B)	**37500**	**450000**

Note*
Income-tax will be deducted at source (TDS), if applicable as per the Income-Tax Act, 1961.

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1199002

Letter of Intent ("LOI")

Dear Chaitra Naik,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Senior Analyst** and **A5** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1199002**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1199002**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1199002**

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

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Chaitra Naik
Senior Analyst and A5

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 7,50,000/- (Rupees Seven Lakh Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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www.capgemini.com/in-en

Superset ID: 1195559

Letter of Intent ("LOI")

Dear Aamir Jawadwala,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Senior Analyst** and **A5** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1195559**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1195559**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1195559**

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

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Aamir Jawadwala
Senior Analyst and A5

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 7,50,000/- (Rupees Seven Lakh Fifty Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Offer: Computer Consultancy
Ref: TCSL/DT20218442279/Mumbai
Date: 23/11/2021

Mr. Udit Rajesh Prahladka
B-23/ Priti Vihar/ Thakur Complex,
Kandivali East,
Mumbai-400101,
Maharashtra.
Tel# -

Dear Udit Rajesh Prahladka,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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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Capgemini Technology Services India Limited
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Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1291970

Letter of Intent ("LOI")

Dear Amruta Khot,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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MUMBAI

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1291970**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1291970**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1291970**

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

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Amruta Khot
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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www.capgemini.com/in-en

Superset ID: 1201463

Letter of Intent ("LOI")

Dear Manasi Bhabal,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1201463**
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- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1201463**

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

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Manasi Bhabal
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Offer: Computer Consultancy
Ref: TCSL/DT20218081459/Mumbai
Date: 14/10/2021

Ms. Aachal Shreekant Jakhotiya
E/201, Old Ashok NagarVazira Naka,
Opposite Dmart,
Mumbai-400091,
Maharashtra.
Tel# 91-9076363535

Dear Aachal Shreekant Jakhotiya,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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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MUMBAI

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

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

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

OTHER BENEFITS

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

HIS offers the following benefits:

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

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

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

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

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â 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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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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GROSS SALARY SHEET **Annexure 1**

Name	**Aachal Shreekant Jakhotiya**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Atharva College Of Engineering, Mumbai**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

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

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Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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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 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.

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4. **Prior knowledge**

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Working in SBWS Framework:**

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Offer: Computer Consultancy
Ref: TCSL/DT20218223876/Mumbai
Date: 14/10/2021

Ms. Kalyani Bajirao Sarak
E-12, Gulab Swami Darshan BuildingChandansar Road,
Narangi Phata,
Virar-401305,
Maharashtra.
Tel# 91-7385096445

Dear Kalyani Bajirao Sarak,

Sub: Letter of Offer

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

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

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

OTHER BENEFITS

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

HIS offers the following benefits:

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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MUMBAI

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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MUMBAI

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

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

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

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

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â 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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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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GROSS SALARY SHEET **Annexure 1**

Name	**Kalyani Bajirao Sarak**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Atharva College Of Engineering, Mumbai**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Mr. CHINMAY CHAWATHE

Offer letter

Dear Chinmay,

With reference to your application and the subsequent interview you had with us, we confirm our intent to offer you in **Ugam Solutions Pvt. Ltd.** at our **Goregaon** office on the following terms:

Salary: Your step model offer is given below

Starting Salary	400,000
Retention on completion of 1 year	100,000
Salary - 2nd Year	500,000
Total 2year salary	**1,000,000**

*On Completion of 2 years

The detailed break-up of your first year's compensation is specified in Annexure I.

Joining date: As discussed and agreed, you will join not later than **02-Jun-2022.**

Training Period: If required, you will be provided job-skill training related to your function. All such training(s) will be evaluated on a periodic basis and the feedback/result will be shared as appropriate. In the event your evaluation results are not satisfactory; the company reserves the right to terminate your services with immediate effect.

Validity of the offer: This offer is valid till receipt of satisfactory responses/feedback during reference and background checks made with your previous employer(s) and is subject to

1. Your acceptance of this offer within one week of receiving it and
2. Your joining on or before **02-Jun-2022**. However, the Company may extend your last date of joining.

A detailed Appointment Letter will be issued to you separately.

Submission of Documents: As part of your joining formalities, you are required to submit the following documents on your date of joining:

1. Copy of SSC, HSC, Graduation and Post-Graduation marksheets & degree certificates
2. Copy of relieving letter/experience certificate/accepted copy of resignation letter from your previous employer, if applicable
3. Copy of last three months' salary slips from your previous employer, if applicable
4. Copy of your PAN Card and Aadhar Card (mandatory)
5. Copy of Residence proof (Aadhar card, Driving License, Leave & License Agreement, Ration Card or Passport)
6. Four passport size photographs in white background

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Please sign a copy of this letter as a token of your acceptance. We look forward to having you as a member of the growing family of Ugamites.

Thanking you.

Yours faithfully,

Vaishali Mehta

Vice President - Human Capital Management

(Declaration)

I, **CHINMAY CHAWATHE**, understand the importance of submitting the listed documents, and will submit the same to the Human Capital Management team of Ugam Solutions SEZ Pvt. Ltd., not later than 45 days post my date of joining. I also understand that in case of non-submission of the listed documents within 45 days of my date of joining, the organization has all the rights to terminate this offer with no dues condition.

Signature: _____

(For Official use only)

Comments by Authorized Human Capital Management representative

_____

_____

_____

_____

Name and Signature

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Ugam Solutions SEZ Pvt. Ltd.		
Name	CHINMAY CHAWATHE	
Designation	Associate Software Engineer	
With effect from	02-Jun-2022	
Annexure I: Salary Structure (in ₹)		
Salary Heads	**Per Month**	**Per Annum**
Fixed Components (FC)	**26,523**	**318,273**
Basic Salary	16,167	194,000
HRA	8,083	97,000
Special Allowance	2,273	27,273
Bonus (B) +	**3,233**	**38,800**
Gross Salary (G)	29,756	357,073
Retirals & Mediclaim (RM)	**1,800**	**42,927**
Co. Contribution to PF	1,800	21,600
Gratuity ++	-	9,327
Mediclaim Premium +++	-	12,000
Total Compensation (G + RM)	31,556	400,000
Take Home Before Tax (G - PF)	27,956	335,473

+++ Insurances

1. Group Mediclaim of ₹ 300000/- for Employee + 5 Dependents
2. Group Personal Accidental death coverage of ₹ 20 Lakhs or 2 times your Total Compensation, whichever is higher
3. Group Term Life insurance coverage of ₹ 8 Lakhs or 1.5 times your Total Compensation, whichever is higher

+ Includes any bonus payable as per the 'Payment of Bonus Act'

++ Payable as per the 'Payment of Gratuity Act''

Additional Night Shift & Food Allowance of ₹ 250/- for every night shift worked

₹ 12/- will be deducted in June & December towards Labour Welfare Fund contribution

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Offer: Computer Consultancy
Ref: TCSL/DT20218259028/Mumbai
Date: 14/10/2021

Ms. Ruchita Arvind Keni
Pandurang House, Malwani ChurchMarve Road, Bazaar Lane,
Malad(W),
Mumbai-400095,
Maharashtra.
Tel# 91-9920653362

Dear Ruchita Arvind Keni,

Sub: Letter of Offer

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

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

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

OTHER BENEFITS

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

HIS offers the following benefits:

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

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

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

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

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â 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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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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GROSS SALARY SHEET **Annexure 1**

Name	**Ruchita Arvind Keni**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Atharva College Of Engineering, Mumbai**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Boarding Pass

Resume Number:
2359973

Name:
Pruthvi Rathod

Date of Birth:
18/12/2000

Email ID:
pruthvirathod-inft@atharvacoe.ac.in

College Name:
FALSE

Event ID:
2757535

Event Name:
Event- Elite NTH FY'23

Event Venue:
Virtual Remote Hiring

Event Date:
20/9/2021

Reporting Time:
20/9/2021 9:00 AM

Identity Check:

Identity Number:

Candidate Signature
Candidate Name:

CPM/LCL Signature	Technical Interviewer Signature	HR Interviewer Signature
CPM/LCL Name:	**Technical Interviewer Name:**	**HR Interviewer Name:**

You will be required to carry below mandatory documents to attend the Online Assessment:

1. Print out of this email (Boarding pass)
2. Original Aadhaar Card
3. Incase you have you do not have Aadhaar card please carry Original Govt. ID Proof (PAN card or Passport or Driver's License - photocopies/ scanned copies will not be accepted)
4. College ID Card

Note:

1. **Hardcopy of the Boarding Pass will be verified by Wipro authorized personnel during the test. The authorized Boarding Pass will be verified at every stage(Technical & HR Interview) of Wipro's Selection process.**
2. **Candidates who have participated in any selection process held by Wipro in the last six months for Engineering and last three months for Non Engineering are not eligible.**
3. **At any stage, whether during your interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**
4. **You are allowed to take the test at the designated locations from the systems assigned to you for the online assessments. You are not allowed to use any gadgets like mobile and tablets etc to take the assessment. If you are found using of these gadgets, the test will be disqualified.**

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Offer: Computer Consultancy
Ref: TCSL/DT20207273926/Mumbai
Date: 09/01/2021

Mr. Meet Kamlesh Karnik
202, Shivam, Vasant Complex, Mahavir Nagar, Off New Link Road, Kandivali(W)New Link Road,
Mahavir Nagar,
Mumbai-400067,
Maharashtra.
Tel# 91-9819877253

Dear Meet Kamlesh Karnik,

Sub: Letter of Offer

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

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

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

OTHER BENEFITS

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

HIS offers the following benefits:

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

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13. TATA Code of Conduct

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

14. Notice Period

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

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

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

15. Retirement

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

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.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

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

The original documents will be returned to you after verification.

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

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

20. TCS Xperience Program

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

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

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

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.

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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.

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Meet Kamlesh Karnik**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Atharva College Of Engineering, Mumbai**

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
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

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

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

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

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

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

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

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accenture

Strictly Private and Confidential

Date:15-Jun-2021

Shreyas Hingmire
C9633879

15 Haral Kutir , Veershaiv CHS ltd, Chincholi Bunder Road, Malad (W) , Mumbai, Maharashtra, 400064

9619271547

Dear **Shreyas Hingmire,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

candidate's Signature

Reference Id: e2e3b8a0-6ea2-469c-8cc1-38292170ffb7_1
Signed By: Mahesh Vasudeo Zurale

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You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

candidate's Signature

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After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

Shreyas Anil Hingmire
[*Insert full legal name*]

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	**450000**

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

candidate's Signature

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(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      • 10% of such claims for self, spouse and 2 dependent children
      • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

candidate's Signature

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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Offer: Computer Consultancy
Ref: TCSL/DT20207277803/Mumbai
Date: 09/01/2021

Mr. Yash Chetan Gosalia
B/506, Kamala Vihar AbcdMahavir Nagar,
Kandivali West,
Mumbai-400067,
Maharashtra.
Tel# 91-9022062333

Dear Yash Chetan Gosalia,

Sub: Letter of Offer

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

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

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

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

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

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

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

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

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

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

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

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

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

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

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

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13. TATA Code of Conduct

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

14. Notice Period

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

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

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

15. Retirement

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

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.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

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

The original documents will be returned to you after verification.

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

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

20. TCS Xperience Program

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

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

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

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.

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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.

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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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TATA

GROSS SALARY SHEET Annexure 1

Name	**Yash Chetan Gosalia**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Atharva College Of Engineering, Mumbai**

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
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

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

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

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

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

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

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

TCS Confidential
TCSL/DT20207277803

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ygosalia

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TATA

Annexure 2

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

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1192071

Letter of Intent ("LOI")

Dear Yash Maroo,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1262623

Letter of Intent ("LOI")

Dear Miheer Khambal,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

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ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Offer: Computer Consultancy
Ref: TCSL/DT20218114125/Mumbai
Date: 14/10/2021

Mr. Punit Vora
D/402, Om Laxmi Nagar Chs LtdCabin Cross Road,
Saraswati School,
Thane-401105,
Maharashtra.
Tel# 91-9890081669

Dear Punit Vora,

Sub: Letter of Offer

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

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

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

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

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

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Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
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Offer: Computer Consultancy
Ref: TCSL/DT20218436790/Mumbai
Date: 14/10/2021

Ms. Apurva Ramesh Surve
B-202, Vivek Sankalp Chs, Sankalp SahaniwasN.N.P, Gen A.K Vaidya Marg, Near Infinity I.T Park, Goregaon (E),
Mumbai-400097,
Maharashtra.
Tel# 91-9969539130

Dear Apurva Ramesh Surve,

Sub: Letter of Offer

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

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

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

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MUMBAI

Offer: Computer Consultancy
Ref: TCSL/DT20218417633/Mumbai
Date: 14/10/2021

Ms. Priyanka Sambhaji Ubale
K-13, Best Staff Colony,Sai Baba Road,
Parel,
Mumbai-400012,
Maharashtra.
Tel# -

Dear Priyanka Sambhaji Ubale,

Sub: Letter of Offer

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

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

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

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

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Ref: 0081559_17/1841561 **Dated: March 9, 2022**

To
Sairaj Ganesh Marshetty

Sub: Offer of Employment

Dear Mr. Sairaj Ganesh Marshetty,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

Please note, this job offer will be contingent upon results of your final year examination. Zensar reserves a right to withdraw this offer in case you fail to satisfactorily perform / pass the exam. Also, the offer is conditional to verification of documents listed in Annexure C.

Please confirm your acceptance, in writing via email within 10 days after receiving this letter.

Yours Sincerely,
For Zensar Technologies Limited

Sanjeeva Maithani
Vice President – Human Resources

Encl:Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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VISTAAR

Vistaar Systems Pvt. Ltd.
Raheja Point 1, Wing 'A'
Pandit J. Nehru Road
Vakola, Santacruz East
Mumbai 400 055
www.vistaar.com
TEL: +91.22.66931444
FAX: +91.22.66910511
CIN: U72900MH2000PTC124831

Date: January 17, 2021

Ms. Tejal Vilas Jadhav
Room No.415, B Wing, Upasana Apartment, Om Nagar,
Nallasopara East, Palghar, Maharashtra - 401209

Dear Ms. Tejal,

Sub: Offer Letter

We are pleased to offer you a position as **Trainee** at **Vistaar Systems Private Limited.**

Your training period will be for one year, from the date of commencement of your employment with us.

During this period, you will be entitled to an annual salary of **₹ 4,00,000**, less applicable taxes and deductions. The detailed break-up of your emoluments has been given below:

Basic Salary	₹10,000
House Rent Allowance	₹5,000
Special Allowance	₹16,533
Employer's contribution to Provident Fund	₹1,800
Monthly Gross	₹33,333
Annual Salary	**₹4,00,000**

Your offer is valid, subject to you clearing all your remaining exams in the first attempt and clearing a valid reference check, which will be initiated by Vistaar, upon your joining.

On completion of your training period, if your performance is found to be satisfactory, then you will be confirmed effective the first date of the next month, following the period of training. Your specific responsibilities, during this period (and later), will be communicated to you from time to time.

During your term of employment with our organization, you will be responsible for such duties as are assigned to you by us. You will work diligently and sincerely for the benefit of our organization and improve its image and credibility to the best of your ability.

There are two annexures attached to this letter.
The first one outlines our terms and conditions of employment. Please refer to this for details on our working hours, termination clause, workplace security and other terms of employment.
The second annexure is our Employee Confidentiality and Assignment Agreement.
The annexures and this letter form the complete set of your offer letter.

Please execute the complete offer letter set and return the signed copies to HR.

Sincerely,

Kannan Narain
Managing Director – India

I Accept

_____
[Signature & Date]

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

January 17, 2022

Dear Robin,

We are pleased to make you an offer of employment as **Web Solutions Specialist** at career level **I1-A** in the **Web Services Support** department at **Endurance International Group (India) Private Limited** commencing on **June 06, 2022**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 3,38,938/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **January 19, 2022.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at campusteam@newfold.com with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Robin S Nadar

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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newfold digital

January 17, 2022

Dear Akhilesh,

We are pleased to make you an offer of employment as **Web Solutions Specialist** at career level **I1-A** in the **Web Services Support** department at **Endurance International Group (India) Private Limited** commencing on **June 06, 2022**. You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 3,87,249/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **January 19, 2022.**

On or before your joining date we will require you to submit various documents for our records as mentioned in the list enclosed. Your appointment with Endurance will come into effect only after you produce all the relevant documents from the attached list. All offers are subject to satisfactory completion of reference checks.

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at campusteam@newfold.com with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

Lavita Nathani
Senior Director - Human Resources

Akhilesh Devendra Nerurkar

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MUMBAI

jaro education®

28th December 2021

To,
Ms. Namaha Rajesh Mulki,

Dear Namaha,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm.** If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

		(Amount in Rupees.)		
Particulars		**For 1st 90 Days**		**Effective from 4th Month**
Basic Salary	:	15,050		16,000
House Rent Allowance	:	1,505		8,000
Transport Reimbursement	:	1,600		1,600
Telephone Reimbursement	:	500		500
Statutory Bonus (Paid Monthly)	:	1,254		1,400
Special Allowance	:	5,091		12,500
Total		**25,000**		**40,000**
Daily Travel Reimbursement	:	3,000		3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000		10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000		2,000
Total	**:**	**40,000**		**55,000**

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____Dated_____

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

APPOINTMENT LETTER

May 1, 2022

Dear Rohit Bandgar,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

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

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

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

3. Other Benefits:

You will also be eligible for:

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Dear Akshay Dagare,

We are delighted to welcome you to the Jio Family.

Jio has undertaken the mission to change the future of Digital India. It gives us immense pleasure to have you join us on this exciting journey towards delivering Jio Digital Life!

As the first step, please go through your offer cum appointment letter and accept it by logging in to Jio Careers using your registered Email ID and password.

After accepting the offer:

1. Complete your medical examination and upload the medical form and reports on Jio Careers
2. Update your profile and upload supporting documents on Jio Careers
3. Go through Discover Jio program available on Jio Careers to familiarize yourself with the organization

Please complete the above in a timely manner to ensure a smooth and seamless joining experience. For any queries, please feel free to reach out to Satish Nair at SATISH.NAIR@RIL.COM.

Jio offers a world of opportunities and unlimited growth options. At Jio, you can reach the peak of your career if you have the enthusiasm to build your own growth path.

We are sure that you will prove to be a great asset for Jio.

Wish you good luck and a successful career at Jio!

With love, from Jio

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Putting Business Technology to Work.

May 5, 2022

Sub: Offer Letter

Dear Shweta,

We are pleased to offer you the position of **Trainee Software Developer** with Atidan Technologies, Mumbai. You are requested to join on or before **Wednesday, 1st June 2022.**

Your total compensation will be **₹ 400,000/- (Four lakh only)** per annum inclusive of allowances, perquisites, variable, gratuity, and company's contribution to provident fund. Salary credits will be done after deduction of appropriate taxes and accounting as per current laws applicable. Annexed is a copy of the current breakup structure of your total compensation.

You are requested to submit the soft copies of the following documents before joining:

- Academic certificates
- Passport copy
- Pan Card copy
- Passport size photograph

At Atidan we pride ourselves at nurturing a meritocratic culture. A culture that thrives over the value a person brings from their work rather than personal or professional prejudices. With a diverse team of professionals that come together for the sole vision of creating innovative and reliable solutions.

Our detailed letter containing terms and conditions will be given to you on your joining.

The following Annexure outlines your salary details and benefits.

We shall appreciate your confirmation of acceptance of the above offer latest by **Thursday, 5th May 2022**. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Looking forward to hearing from you.

Sincerely,
For Atidan Technologies Pvt. Ltd.

Kartavya Chitalia

Kartavya Chitalia
CEO

Signature of Acceptance:

Name:

Date:

Mumbai
Atidan Technologies Private Limited
Unit No. 909, 9th Floor,
The Summit Business Bay
Andheri (East), Mumbai – 400093,
India

Pune
Atidan Technologies Pvt. Ltd.
EFC Business Center, Marisoft - 1,
4th Floor, Marigold Complex,
Kalyani Nagar, Pune - 411014,
India

Philadelphia
Atidan, LLC (USA)
PO Box 1274,
Yardley,
PA 19067-9274,
USA

Singapore
Atidan Technologies Pte. Ltd.
68 Circular Road,
#02-01,
Singapore 049422

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

BURNS McDONNELL INDIA

Our ref: PERS: November 11, 2021

MR. SHIVAM SUDAMA DUBEY
5B ramkripal Tiwari chawl,
new nagardash road Andheri East,
Mumbai-400069

SUB: APPOINTMENT AS TRAINEE ENGINEER – ELECTRICAL (GFS)

DEAR MR. DUBEY,

Subsequent to the interview you had with us, we take pleasure in offering you the position of **TRAINEE ENGINEER – ELECTRICAL (GFS)** in our organization on the terms and conditions explained to you.

You will join us on or before July 4, 2022.

You are requested to bring the original copy of following documents on the date of joining.

1. All certificates pertaining to Education
2. Age Proof **ANY** (School/College Leaving OR SSC passing Certificate OR Birth Certificate from any Local Authority.)
3. 2 – Photographs of I-Card Size in blue background.
4. Proof of Blood Group
5. Copy of Passport 1
6. PAN Card Photocopy
7. PF UAN (Unique Account Number)
8. Aadhar Card Photocopy

A detailed letter of appointment will be issued to you on your joining our organization.

Please return the duplicate of this letter duly signed in token of having accepted the offer.

Thanking you,

Very truly yours,

BURNS & McDONNELL ENGINEERING INDIA PVT. LTD.

PARUL GOPAL
Joint General Manager & HOD-HR

I agree and accept the same.

_____
SHIVAM SUDAMA DUBEY

Burns & McDonnell Engineering India Pvt. Ltd.
6th Floor\ Block A\ Godrej IT Park-P2 \ Godrej & Boyce Complex,
Pirojshanagar \ LBS Marg \ Vikhroli (West) \ Mumbai 400079 \ India
O: 91-22-2519-6600 \ F: 91-22-2518-8194

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

BURNS McDONNELL INDIA

Our ref: PERS:

November 11, 2021

MR. ATHARVA AVINASH PANSARE
21/125, Siraz Manzil, Dr. Maheshwari Road,
Noorbaug, Chinchbunder, Mumbai- 400009

SUB: APPOINTMENT AS TRAINEE ENGINEER – ELECTRICAL (ENR)

DEAR MR. PANSARE,

Subsequent to the interview you had with us, we take pleasure in offering you the position of **TRAINEE ENGINEER – ELECTRICAL (ENR)** in our organization on the terms and conditions explained to you.

You will join us on or before July 4, 2022.

You are requested to bring the original copy of following documents on the date of joining.

1. All certificates pertaining to Education
2. Age Proof any (School/College Leaving OR SSC passing Certificate OR Birth Certificate from any Local Authority.)
3. 2 – Photographs of I-Card Size in blue background.
4. Proof of Blood Group
5. Copy of Passport 1
6. PAN Card Photocopy
7. PF UAN (Unique Account Number)
8. Aadhar Card Photocopy

A detailed letter of appointment will be issued to you on your joining our organization.

Please return the duplicate of this letter duly signed in token of having accepted the offer.

Thanking you,

Very truly yours,

BURNS & McDONNELL ENGINEERING INDIA PVT. LTD.

PARUL GOPAL
Joint General Manager & HOD-HR

I agree and accept the same.

_____
ATHARVA AVINASH PANSARE

Burns & McDonnell Engineering India Pvt. Ltd.
6th Floor\ Block A\ Godrej IT Park-P2 \ Godrej & Boyce Complex,
Pirojshanagar \ LBS Marg \ Vikhroli (West) \ Mumbai 400079 \ India
O: 91-22-2519-6600 \ F: 91-22-2518-8194

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

BURNS McDONNELL INDIA

Our ref: PERS: November 11, 2021

MR. VIRAL DIPAK DARJI
Nanubhai Desai Road, 1st Parsiwada,
Manibhuvan Building, 4th Floor, Room no. 06,
Charni Road (E), Mumbai 400004

SUB: APPOINTMENT AS TRAINEE ENGINEER – SUBSTATION (ENR)

DEAR MR. DARJI,

Subsequent to the interview you had with us, we take pleasure in offering you the position of **TRAINEE ENGINEER – SUBSTATION (ENR)** in our organization on the terms and conditions explained to you.

You will join us on or before July 4, 2022.

You are requested to bring the original copy of following documents on the date of joining.

1. All certificates pertaining to Education
2. Age Proof **ANY** (School/College Leaving OR SSC passing Certificate OR Birth Certificate from any Local Authority.)
3. 2 – Photographs of I-Card Size in blue background.
4. Proof of Blood Group
5. Copy of Passport 1
6. PAN Card Photocopy
7. PF UAN (Unique Account Number)
8. Aadhar Card Photocopy

A detailed letter of appointment will be issued to you on your joining our organization.

Please return the duplicate of this letter duly signed in token of having accepted the offer.

Thanking you,

Very truly yours,

BURNS & McDONNELL ENGINEERING INDIA PVT. LTD.

PARUL GOPAL
Joint General Manager & HOD-HR

I agree and accept the same.

_____
VIRAL DIPAK DARJI

Burns & McDonnell Engineering India Pvt. Ltd.
6th Floor\ Block A\ Godrej IT Park-P2 \ Godrej & Boyce Complex,
Pirojshanagar \ LBS Marg \ Vikhroli (West) \ Mumbai 400079 \ India
O: 91-22-2519-6600 \ F: 91-22-2518-8194

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

BURNS McDONNELL INDIA

Our ref: PERS:

November 11, 2021

MS. RUTIKA VIJAY GHADIGAONKAR
Room no-14, Nandadeep chawl, Shivvallabh road,
Ashokvan, Dahisar east, Mumbai-400068

SUB: APPOINTMENT AS TRAINEE ENGINEER – SUBSTATION (T&D)

DEAR MS. GHADIGAOKAR,

Subsequent to the interview you had with us, we take pleasure in offering you the position of **TRAINEE ENGINEER – SUBSTATION (T&D)** in our organization on the terms and conditions explained to you.

You will join us on or before July 4, 2022.

You are requested to bring the original copy of following documents on the date of joining.

1. All certificates pertaining to Education
2. Age Proof **ANY** (School/College Leaving OR SSC passing Certificate OR Birth Certificate from any Local Authority.)
3. 2 – Photographs of I-Card Size in blue background.
4. Proof of Blood Group
5. Copy of Passport 1
6. PAN Card Photocopy
7. PF UAN (Unique Account Number)
8. Aadhar Card Photocopy

A detailed letter of appointment will be issued to you on your joining our organization.

Please return the duplicate of this letter duly signed in token of having accepted the offer.

Thanking you,

Very truly yours,

BURNS & McDONNELL ENGINEERING INDIA PVT. LTD.

PARUL GOPAL
Joint General Manager & HOD-HR

I agree and accept the same.

_____
RUTIKA VIJAY GHADIGAONKAR

Burns & McDonnell Engineering India Pvt. Ltd.
6th Floor\ Block A\ Godrej IT Park-P2 \ Godrej & Boyce Complex,
Pirojshanagar \ LBS Marg \ Vikhroli (West) \ Mumbai 400079 \ India
O: 91-22-2519-6600 \ F: 91-22-2518-8194

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1190949

Letter of Intent ("LOI")

Dear Rohit Sonawane,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1244400

Letter of Intent ("LOI")

Dear Aaditya Srihari,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1197882

Letter of Intent ("LOI")

Dear Neil Anchan,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2350242

Letter of Intent ("LOI")

Dear Faizan Khatri,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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MUMBAI

APH
ATP POWER HOUSE
When Performance Matters

ATP POWER HOUSE
B-46,TRIDEV PARK SOCIETY,
MAHADEVNAGAR TEKRA,
VATRAL, AHMEDABAD GUJARAT-382418

To,

NIMISHA DILIP JAYPATIL

AT,POST-BORALI MANDALA,MURUD

DIS-RAIGAD-402202

Sub: Offer Letter For The Post Of Electrical engineer

Date: 13.06.2022

Dear Nimisha,

With reference to your application and subsequent interview on june 11,2022 we are pleased to offer you the position of marketing and technical electrical engineer for mumbai as per the terms and conditions discussed during interview.

You will be paid a monthly (CTC) Rs.8000/- (Rupees eight thousand only) during your training period. Further salary decided as per your work performance.

You are requested to join duty for our company as early as possible before june 20,2022. A formal Appointment order will be issued to you after joining.

For,
ATP POWER HOUSE

Proprietor

.

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MUMBAI

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6123869/1376163,

07/08/2022,
Sree Ramya Pullapantula.

+ , Mistsy Nagos Hpaot ments, Sai hgan ,
VASAI, Maharashtra
India.

Confidential

Dear Sree Ramya Pullapantula,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini** ' or **'Company')** starting from **07/14/2022** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**.

B) You will be required to work at the Company's offices in **Mumbai**.

C) You have to report by 8:30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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HRD/3T/1003664039/22-23

October 11, 2022

Mr. Sahil Joshi
B-6/10,Bestnagar,
Goregaon,West
Mumbai-400104
India

Ph: +91-7977824389

Dear Sahil,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by RICHARD GERARD LOBO
Date: 2022.10.14 15:44:22 IST
Reason: Digitally signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

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randstad
Staffing | Search & Selection | HR Solutions | Inhouse Services

Date :11/07/2022

To
Deepam Dave
(Code: CAN443764)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Junior Associate.** Your services are being deputed to **Crisil Risk & Infrastructure Solution Limited** on the following terms and conditions:

- Your employment will be valid from **18/07/2022 To 17/07/2023** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 409,788.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

  a. Complete on the Randstad portal:
     - Employee profile form
     - Statutory Nomination forms like ESIC, PF, Mediclaim etc.

  b. Upload proofs of your documents:
     - Government mandated ID proof: Aadhar Card and PAN
     - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
     - Copy of both Educational certificates & Previous employment documents.
     - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.
A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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MUMBAI

DALHOUSIE UNIVERSITY

June 17, 2022

To whom it may concern:

This is to confirm that Shivangkumar Gandhi (B00916876) is registered as a full-time student in the Master of Applied Computer Science program for the 2022/2023 Fall academic year (September 3, 2022 to December 31, 2022) at Dalhousie University.

Sincerely,

Adam Robertson

Adam Robertson
Assistant Vice-Provost Student Affairs and University Registrar

OFFICE OF THE REGISTRAR | PO Box 15000 | Halifax NS B3H 4R2 Canada | **902.494.2450** | FAX: 902.494.1630 | registrar@dal.ca | dal.ca/registrar
AGRICULTURAL CAMPUS | PO Box 550 | Truro NS B2N 5E3 Canada | **902.893.6722** | FAX: 902.895.5529 | enrolment.services@dal.ca | dal.ca/registrar-dac
DAL.CA

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IBS® ICFAI BUSINESS SCHOOL
ICFAI Business School
65, Nagarjuna Hills, Punjagutta, Hyderabad-500082, Telangana State, India.
Tel: +91-40-23440963, Toll Free No. 1800 425 556677;
E-mail: ibsat@ibsindia.org: Website: www.ibsindia.org

Application No: 215214 March 1, 2021
Name: ALISHA RAUT

Dear **Ms. ALISHA RAUT,**

Admission to the - PGPM Program(2021 - 23) – Selected

We are happy to inform you that you have been selected provisionally for admission to the 2 year full time **PGPM** Program at **IBS Mumbai**.

Admission Fee:

You are required to pay the Admission Fee of Rs. 80,000 by **March 24, 2021** to confirm your admission. Non-receipt of Admission Fee by 5.00 PM on **March 24, 2021** will lead to cancellation of your admission and allotment of the seat to a waitlisted candidate.

1. The Admission Fee is to be paid by way of Bank Demand Draft drawn on a scheduled Commercial Bank in favour of **"IFHE- IBS Admission Fee A/c 2021"** payable at Hyderabad.
   The Demand Draft should be sent to **"The Admissions Officer, IBS Admissions Office, # 65, Nagarjuna Hills, Punjagutta, Hyderabad - 500 082, Telangana State, India"** along with Fee Remittance form (attached). **The Name and Application Number have to be written on the reverse of the Demand Draft**.
2. Alternatively, Admission Fee can be paid online. Please visit our website www.ibsindia.org

The regular classes will commence on May 17, 2021. All the selected candidates are mandatorily required to report at the allotted campus on May 17, 2021 for program registration and submit the First Installment of Program Fee along with Refundable Caution Deposit. The fee schedule for the program is attached.

The details on accommodation will be communicated by the campus officials in the third week of April, 2021. The Officials to be contacted at campus are:

IBS Campus	Details	Queries on Academics	Queries on Accommodation
		Timings: 10:00 am to 5:00 pm (Monday through Friday)	
MUMBAI ***(Dr. Pritee Saxena, Director)***	Name	**Prof. Hemant Purandare**	**Mr. Sadanand Gavali**
	E-Mail	pgpmmum@ibsindia.org	accommodationmum@ibsindia.org
	Tel. No.	022-40434343	022-40434303

Should you require any clarification on admissions, you may please contact on the email ibsat@ibsindia.org and for any assistance in getting educational loan from banks, please contact Financial Aid Facilitation Cell on the email finaidcell@ibsindia.org.

Wishing you all the best,

Yours sincerely

Admissions Officer
For & on behalf of Admissions Committee

ATHARVA COLLEGE OF ENGINEERING MUMBAI
PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

CLARK UNIVERSITY

Clark ID: C70301825

Dear Veer Sanjay Patel,

Congratulations! Clark University's School of Management is delighted to inform you that you have been accepted to the Full Time MS in Business Analytics program beginning in Fall 2022.

Clark University's School of Management provides you the best of both worlds—access to global business leaders along with the benefit of small class sizes and individualized curriculum. The School of Management is among the most prestigious business schools in the world earning AACSB accreditation and we are ranked by US News and World Report as a top 100 research institution. Our programs are characterized by high academic standards, meaningful collaboration among faculty and students, and a focus on global business practice and social change.

The Admissions Review Committee is proud to award you the School of Management Scholarship equal to 20% of your tuition expenses. You were selected for this award from a competitive pool of applicants because of your impressive credentials and accomplishments. In order to maintain eligibility for your scholarship, you must sustain a cumulative grade point average of 3.2 or higher.

In order to issue your I-20, which is required to apply for your student visa, proof of funding for the first year of tuition, fees, estimated living expenses, insurance, and other expenses must be provided. To request your visa document, please submit a New Student Request through the ISSO portal.

The School of Management asks that you accept our offer of admission by paying your non-refundable enrollment deposit. Please return to your application status page to complete this step by **April 1, 2022**.

Clark University's Graduate Office of Admissions is here to help you through the enrollment process. If you have any questions please contact us at gradadmissions@clarku.edu or +1 508 793 7373. We encourage you to review the checklist on our admitted student's website for details about enrolling, important dates, and required forms.

Once again, congratulations and we look forward to welcoming you to the Clark University community!

Sincerely,

Alan B. Eisner, PhD
Dean

Amy Daly Gardner
Associate Dean

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

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Northeastern University
College of Engineering

130 Snell Engineering Center
Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

3/30/2022

Mahek Sameer Gangadia
B-1202, Bhagat Grandeur
Link Road,, Opp Infinity Mall, Malad West
Mumbai, Maharashtra 400064
India

Dear Ms. Mahek Gangadia:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Fall 2022 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI



3/30/2022

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Mahek Sameer Gangadia
B-1202, Bhagat Grandeur
Link Road,, Opp Infinity Mall, Malad West
Mumbai, Maharashtra 400064
India

NU ID No.: 002797094

CONTACT: gangadiamahek@gmail.com

START Term: Fall 2022

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

SPECIAL ADMISSIONS NOTE: Please note that graduate courses completed (e.g. previously) outside of the approved curriculum for the program are not accepted for transfer. The approved courses (Core Requirements and Electives) are specified in the PROGRAM REQUIREMENTS section on the program's official web page.

CONCENTRATION: Not Applicable

ACADEMIC PROGRAM POINT OF CONTACT

NAME: Prof. Kal Bugrara
EMAIL: Program-related inquiries may be sent to:
https://coe.northeastern.edu/admissions/help

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

Northeastern University
Global Services

August 25, 2022

Re: Confirmation letter from Northeastern University

Dear Sir/Madam:

Akshita Ravinder Singh (NUID: 002728447) is a fully admitted, full-time student at Northeastern University in the Master of Science of Data Analytics Engineering (CIP Code: 14.9999 - Engineering, Other) degree program at the Boston campus in Boston, MA. The student is registered and will be enrolled full time in Fall Undergraduate and Graduate Semester 2022 term academic courses. The term start date is 09/07/2022.

I can confirm the student has an Initial SEVIS record (N0033270534) and was issued valid documents for F-1 visa status. The student is eligible to arrive on campus for their program of study. Northeastern University is operational and the student will be enrolled in in-person/hybrid academic instruction for academic year 2022-2023. Northeastern University continues to plan for our upcoming academic terms in alignment with public health authorities so that our students will be able to successfully continue with their programs of study in the U.S.

Should you have any questions for Northeastern University, please do not hesitate to contact us.

Northeastern University Police Department (NUPD) 24/7 Dispatch Line: Emergency Number +1.617.373.3333 or Non-Emergency +1.617.373.2121.

Sincerely,

Sabina Muccigrosso
Asst Int'l Student & Scholar Advisor

Northeastern University Office of Global Services
ogs@northeastern.edu
617-373-2310

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Gmail Himanshu Churi (iTraveler) <himanshuchuri@gmail.com>

Syracuse University Admission Communication

Grad Adm <gradadm@syr.edu> Tue, Apr 20, 2021 at 12:38 AM
To: himanshuchuri@gmail.com <himanshuchuri@gmail.com>

April 19, 2021

Himanshu Avadhut Churi

Flat No 2B F wing Shree Vishramyog

Link Road Borivali West

Mumbai 400091

India

Dear Himanshu Churi,

It gives me great pleasure to inform you that you have been admitted to the Graduate School of Syracuse University. The faculty in Computer Science has recommended that you be admitted for Fall 2021 as a Master of Science student. When communicating with the University about your admission, please refer to your unique, nine-digit Syracuse University identification number (SUID): 803477982.

We have created a web gateway for newly admitted graduate students that addresses pertinent enrollment information, some of which may require immediate action on your part. I encourage you to visit the Admitted Graduate Students page at the Syracuse University website as soon as possible.

The credentials that you have presented show your qualification to undertake study and

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MUMBAI

research that will be vigorous, stimulating, and, we trust, rewarding for you. Congratulations and welcome to our graduate community, which has been a vital part of the university since its founding in 1870.

By the end of your first semester of study, you must submit an official transcript from your undergraduate institution which must bear the appropriate signatures and seal of the institution that issued it and must be received by Syracuse University in a sealed envelope directly from that institution. Unsealed documents which may have been in the hands of students are not considered official. After completion of the first semester of graduate study, the Graduate School may prohibit further registration for any student who has not met this requirement. The hold on registration will only be released when this requirement has been met. If you are a domestic student, in accordance with federal Title IV regulations, financial aid will be disbursed to the student account when all financial aid and admission requirements are met, including receipt of official degree bearing transcripts. Please refer to the Graduate Admission Transcript Requirement web page for additional information.

Sincerely,

Peter A. Vanable, Dean of the Graduate School

Syracuse University Graduate Enrollment Processing

PO Box 35060, Syracuse, NY 13235-5060 T
315.443.**2514** F 315.443.3423 grad@syr.edu

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MUMBAI

Gmail Himanshu Churi (iTraveler) <himanshuchuri@gmail.com>

Syracuse University Admission Communication

Grad Adm <gradadm@syr.edu> Tue, Apr 20, 2021 at 12:38 AM
To: himanshuchuri@gmail.com <himanshuchuri@gmail.com>



April 19, 2021

Himanshu Avadhut Churi

Flat No 2B F wing Shree Vishramyog

Link Road Borivali West

Mumbai 400091

India

Dear Himanshu Churi,

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The credentials that you have presented show your qualification to undertake study and

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research that will be vigorous, stimulating, and, we trust, rewarding for you. Congratulations and welcome to our graduate community, which has been a vital part of the university since its founding in 1870.

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Sincerely,

Peter A. Vanable, Dean of the Graduate School

Syracuse University Graduate Enrollment Processing

PO Box 35060, Syracuse, NY 13235-5060 T
315.443.**2514** F 315.443.3423 grad@syr.edu

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Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

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2/6/2021

VIKRANT SHANKARRAO YADAV
203,C-wing,Shiv Priya Building
Somnath Paradise Boisar West
Boisar 401501
India

Dear Mr. Vikrant Yadav:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Telecommunication Networks and will begin the first day of classes of the Fall 2021 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Dear Mr. Vikrant Yadav:

I am pleased to inform you that your request to defer your admission to the Fall 2021 semester has been granted.

Thank you for your continued interest in the *Graduate School of Engineering* at Northeastern University.



2/6/2021

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

VIKRANT SHANKARRAO YADAV
203,C-wing,Shiv Priya Building
Somnath Paradise Boisar West
Boisar 401501
India

NU ID No.: 001566908

CONTACT: vikrantyadav35@gmail.com

START Term: Fall 2021

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

CONCENTRATION: Not Applicable

ACADEMIC PROGRAM POINT OF CONTACT

NAME: Prof. Peter O'Reilly

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130 Snell Engineering Center
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360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

2/26/2021

Vinit Harsora
A/102, Snehadhara SOC, Natwar Nagar, RD NO:5
Above Hanuman Mandir, Jogeshwari E
Mumbai 400060
India

Dear Mr. Vinit Harsora:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Fall 2021 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI



2/26/2021

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Vinit Harsora
A/102, Snehadhara SOC, Natwar Nagar, RD NO:5
Above Hanuman Mandir, Jogeshwari E
Mumbai 400060
India

NU ID No.: 002194175

CONTACT: vinciharsora@gmail.com

START Term: Fall 2021

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

SPECIAL ADMISSIONS NOTE: Please note that graduate courses completed (e.g. previously) outside of the approved curriculum for the program are not accepted for transfer. The approved courses (Core Requirements and Electives) are specified in the PROGRAM REQUIREMENTS section on the program's official web page.

CONCENTRATION: Not Applicable

ACADEMIC PROGRAM POINT OF CONTACT

NAME: Prof. Kal Bugrara
EMAIL: Program-related inquiries may be sent to:
https://coe.northeastern.edu/admissions/help

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130 Snell Engineering Center
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360 Huntington Avenue
Boston, MA 02115

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www.coe.neu.edu/gse

2/6/2021

Kajal Yadav
C/26 STAR APARTMENT S.V.ROAD BORIVALI(WEST)
MUMBAI 400092
India

Dear Kajal Yogesh Yadav:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Telecommunication Networks and will begin the first day of classes of the Fall 2021 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

2/6/2021

NORTHEASTERN UNIVERSITY

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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GRADUATE SCHOOL OF ENGINEERING

DEFERRAL LETTER

Dear Kajal Yogesh Yadav:

I am pleased to inform you that your request to defer your admission to the Fall 2021 semester has been granted.

Thank you for your continued interest in the *Graduate School of Engineering* at Northeastern University.



2/6/2021

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Kajal Yadav
C/26 STAR APARTMENT S.V.ROAD BORIVALI(WEST)
MUMBAI 400092
India

NU ID No.: 001569652

CONTACT: kajal.yadav112@gmail.com

START Term: Fall 2021

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

CONCENTRATION: Not Applicable

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Lambton College

LETTER OF ACCEPTANCE - Mississauga

PERSONAL INFORMATION **Date:** 2021/08/04

1. Family name: Sanghavi	**6. Student's full mailing address:** Bldg No C-47/104 Yogi View Chs Yogi Nagar Eksar Road Borivali West, Mumbai Maharashtra India 400092
2. Given name(s): Nairuti Vishal	
3. Date of birth (yyyy/mm/dd): 1999/10/18	
4. Student ID number: C0850127	
5. CAQ: N/A	

INSTITUTIONAL INFORMATION

7. Full name of institution: Lambton College at Queen's College of Business, Technology and Public Safety		**8. Designated learning institution number:** (DLI) O – 19305293332	
9. Address of institution:			
P.O. Box: N/A	Street No: 121	Street Name: Brunel Road	
City: Mississauga	Province: Ontario	Postal Code: L4Z 3E9	
10. Telephone number 905-890-7833	**11. Fax number** N/A	**12. Type of School/Institution** Public	
13. Website: www.lambtoncollege.ca/mis		**14. Email:** international@lambtoncollege.ca	
15. Name of contact Francesca Frias	**Position** Student Services	**Telephone number** 905-890-7833	**Extension** 222
16. Name of alternate contact Manisha Modi	**Position** Manager of Registration	**Telephone number** 905-890-7833	**Extension** 223

PROGRAM INFORMATION

17. Academic Status Full-Time		**18. Field/Program of study** Cyber Security and Computer Forensics
19. Level of study Post Graduate	**20. Type of training program** Academic	**21. Exchange program** No
22. Estimated tuition fee for the first academic year (see note in box 28) Annual Student Fees: 17,360.00 First Semester Fee Due Date: 2021/09/03 Payment Code: 315455		
23. Scholarship/Teaching assistantship/Other financial aid: No		**24. Co-op/Internship/Work Practicum** Yes (Work Permit Required-Open)
25. Conditions of acceptance specified as clearly as possible:		
26. Length of program(yyyy/mm/dd) Start date: 2022/01/03 Completion date: 2023/09/01		**27. Expiration of Letter of Acceptance** 2022/01/14
28. Other relevant information: This program is located at Lambton College in Mississauga (Queen's College campus). Tuition fees in Box 22 are only for the first two semesters and are subject to change.		
Sincerely,  Hanna Eroglu, Associate Dean, International Education		



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Lambton College

LETTER OF ACCEPTANCE - Mississauga

Name: SANGHAVI, NAIRUTI VISHAL
Student#: C0850127
Program: Cyber Security and Computer Forensics - CSFM
Location: Mississauga

To hold your seat, a pre-payment of **$9,010.00 Canadian Dollars** must be received by the **"First Semester Fee Due Date"**. In order to process your payment, visit **www.lambtoncollege.ca/SecurePay**, and use the payment code found in box 22.

ESTIMATED ANNUAL LIVING EXPENSES	
Accommodation and Food @ $600.00/month	$7,200.00
Transportation @ $145.00/month	$1,740.00
Books and Supplies $1,500.00	$1,500.00
Miscellaneous @ $100.00/month	$1,200.00
Total Living Expenses	**$11,640.00**

ESTIMATED ANNUAL SCHOOL FEES	
Tuition	$16,300.00
Ancillary/Student Fees	$400.00
Student Health Insurance	$660.00
Total School Fees	**$17,360.00**

IMPORTANT INFORMATION

Refer to www.lambtoncollege.ca/International for arrival, orientation, refund and withdrawal information.

This acceptance is for Lambton College in Mississauga (www.lambtoncollege.ca/mis). By making a pre-payment you acknowledge that you have received, read, and agree to the terms outlined in our Important Information for Mississauga Applicants PDF. If you did not receive this document you must contact international@lambtoncollege.ca before remitting payment.Transfers to other locations or into other programs is not permitted.

Lambton College cannot guarantee co-op placements for students. Students will be expected to canvass employers to find their own placement. Students that do not achieve a minimum cumulative GPA of 2.8 are not permitted to register in co-op; as an alternative, academically weak students will be required to complete an intensive in-class full time applied project during the fourth term of the program. Please review https://www.lambtoncollege.ca/Programs/International/Lambton_in_Mississauga/Co-op_Career_Services/

A laptop with wireless capability is required in all programs. Courses may be delivered online - in part or in their entirety - due to the evolving COVID-19 situation. E-textbook and courseware purchases are mandatory for most programs.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Lambton College

LETTER OF ACCEPTANCE - Mississauga

Medical insurance is mandatory for all full-time, part-time & co-op students of Lambton College. International students are not permitted to opt-out of the medical insurance fee. Medical insurance is provided by Guard.me - a third-party insurance provider. Guardme does not replace the coverage under OHIP (Ontario Health Insurance Plan) for yourself or any member of your family. The medical insurance is a basic package that is subject to change on an annual basis. Not all conditions are covered and prospective international students are strongly urged to review the coverage details prior to arriving in Canada.

Guardme coverage is only effective from the first day of your academic term. Students who arrive early in Canada should independently purchase separate insurance to cover themselves until the first day of classes. Lambton College is not responsible for the costs of any form of health care services received or sought by the student.

Academic scheduling in certain programs may include Saturday classes.

Students must follow their prescribed program map and academic schedule. Students are required to withdraw if their prescribed program map and/or academic schedule is not followed. Deferrals will not be approved.

The stated tuition and living costs are provided as an estimate and are subject to change.

Second year fees are likely to increase by a minimum of $600.

Please contact international@lambtoncollege.ca if you require this document in an accessible format.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Your Unconditional Offer from Kingston University

1 message

<KingstonUniAdmissions@kingston.ac.uk> Fri, Oct 22, 2021 at 14:29
To: GEETANJALIGAJARE99@gmail.com
Cc: OFFERS@studyin-uk.com

Kingston University London

Miss Geetanjali Pramod Gajare

Faculty of Science, Engineering and Computing

Course: MSc Network & Information Security with Professional Placement

Year of entry: 2021/2 Month of Entry: January Term 2

Mode of Attendance: Thick Sandwich

Kingston University ID: 2162186

Dear Miss Gajare

Congratulations! After careful consideration of your application, we are delighted to offer you an unconditional offer of a place on the above course.

The course start date will be week commencing 17 January 2022.

The course end date will be 31 January 2024.

Please note that attendance at the start of the course is compulsory.

Scholarships:

As a postgraduate applicant you may be eligible to be considered for a postgraduate scholarship of up to £10,000. These are tailored towards both Home/EU and Overseas students, please check our website for further details, eligibility criteria and closing dates as well as the application process.

For your information, Overseas tuition fees for academic year 2021/2 are £15600.00. Please be aware that this is an indicative fee which is subject to validation so may change and increases in tuition fees may be applied on an annual basis. This is not an invoice and any subsequent change of course or other details above may entail a different tuition fee. All overseas students will be required to pay 50% of their course fee prior to or at enrolment. For more information on tuition fees and how to pay for your course, please visit our Money Matters Guide at www.kingston.ac.uk/money-matters.

Please note that you will need to pay an additional placement fee of £1,420 after you secure and start your placement.

What to do next...

Information about the course will be emailed to you in due course. This will generally be sent out closer to the start date of the programme but useful facts on fees, funding, facilities and more can be accessed at any time at:

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MUMBAI

https://www.kingston.ac.uk/faculties/science-engineering-and-computing/study/

If you decide not to take up your place, please let us know so that other suitable candidates may be considered.

Living Costs:

The UKVI has estimated £1,334 per month towards living costs for students studying within inner London. Both the Roehampton Vale and Penrhyn Road Campuses are considered inside of London according to UKVI guidance.

Student Visa Support:

Please note that you may need a student visa to study in the UK if you do not have British citizenship, residency or EU settlement status. The UK Visas and Immigration (UKVI) may change its qualifying criteria from time to time. Kingston University has no control over this, nor the actions of any other party, which may affect your ability to study in the UK. You should visit https://www.gov.uk/government/organisations/uk-visas-and-immigration for the latest information.

If you require assistance obtaining a student visa, the University can provide a Certificate of Acceptance to Study (CAS) for full time courses only. You will receive an email from the University providing full details of how you can request this assistance. For more information, please visit http://www.kingston.ac.uk/international/contact-details/advisory-centre/. .

As part of the admissions process you will be required to disclose information about any previous study undertaken in the UK on a student visa.

Please note that an unconditional offer of a place of study is not a guarantee that you will be sponsored by the University.

We will keep in touch over the coming months with further information about the University and your next steps.

Further information about Kingston University, its policies and regulations, including the Admissions Policy can be found by visiting our How the University Works webpages.

Cancellation within the First 14 Days: In the first 14 days after you have accepted the offer of a place with us, you can cancel by giving us a clear statement that you want to cancel/withdraw (e.g. a letter sent by post or email). You may use the Cancellation Form but it is not compulsory.

If you would like to discuss any aspects of your offer, please do not hesitate to contact us on 0203 3088 931 or alternatively you can email us at SECAdmissions@Kingston.ac.uk.

Yours sincerely,

Tanzeela Culasy

Kingston University Admissions

Kingston University

Room B012, Tower Block

Penrhyn Road Campus

Kingston upon Thames

Surrey, KT1 2EE

T 0203 3088 931 (calls from inside the UK)

T +44 (0)203 308 9931 (calls from outside the UK)

E SECAdmissions@Kingston.ac.uk

W www.kingston.ac.uk

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

California State University
SAN MARCOS

Global Programs and Services California State University San Marcos 333 S. Twin Oaks Valley Road San Marcos, CA 92096-0001 USA
Tel: (760) 750-4844 **Fax:** 760.750.3779 intappl@csusm.edu http://www.csusm.edu/global

March 10, 2021

Mandar Shivaji Hanchate
205/3, Shailputri Bldg, Shakti Sra Society, Bhabrekar N
Charkop, Kandivali West
Mumbai, MH 400067 India

Dear Mr. Mandar Shivaji Hanchate:

Congratulations on your recent admission to California State University, San Marcos for the fall 2021 term. You have been conditionally admitted as a graduate student pursuing a master's degree in Computer Science. Please be advised you must fulfill the condition(s) as stipulated in the enclosed letter from the Computer Science department. You must also maintain the required CSUSM admission criteria to remain eligible for the fall 2021 term.

Orientation Requirement:
All students admitted to Cal State San Marcos are required to attend orientation. For International Students, you will attend **International Student Orientation** with the **Office of Global Education** and will receive more information from them shortly.

Dates of Fall 2021 International Student Orientation:

- **August 24-27, 2021:** Mandatory orientation for all international students

Once again, congratulations on your admission. I look forward to hearing from you.

Sincerely,

Colleen Manthey
Assistant Director, International Admissions
cmanthey@csusm.edu

CM:eq

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

California State University
SAN MARCOS

California State University San Marcos 333 S. Twin Oaks Valley Road San Marcos, CA 92096-0001
Tel: 760.750.8299 **Fax:** 760.750. 3439 ahadaegh@csusm.edu www.csusm.edu/cs

Date: March 6, 2021
ID: 201000077
Email: hanchatemandar@gmail.com

Dear Mandar

It is with great pleasure to inform you that you have been admitted into the Master of Sciences in Computer Science (MSCS) Program at California State University, San Marcos for ***Fall 2021***.

In reviewing your transcript, we have determined that the following undergraduate course must be passed first to move to the **classified** status.

- CS421: Theory of Computing
- CS441: Software Engineering

You must complete the above course by the end of ***Spring 2022***. Please contact me if you need help with class enrollment as a new student.

If you done CS441 with a grade of C or higher before enrolling in the MSCS program in ***Fall 2021*** we can transfer that toward your master degree. If you passed the course in other universities, it can be transferred if the course description is equivalent to the courses at CSUSM.

Your course plans will be discussed at the Orientation Session in ***August 2021***.

Please note that this letter is from the Department of Computer Science and is not the official acceptance letter from the University Admission Office. Please contact International applications office, ***Colleen Manthey*** (cmanthey@csusm.edu) if you have any question about the official admission status.

Congratulations on your admission to our program and I look forward to welcoming you in ***August 2021***. Please don't hesitate to let me know if I could be of any assistance.

Whether you plan to attend our program or not, please let us know as soon as possible.

Sincerely,

Dr. Ahmad R. Hadaegh
Professor and Graduate Coordinator of
Department of Computer Science and Information Systems
ahadaegh@csusm.edu
A. R. HADAEGH

CC: International Applications Office, Colleen Manthey (cmanthey@csusm.edu)

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

University at Buffalo
School of Engineering and Applied Sciences

Mr. Amey Naresh Narvekar
65/C-14, Aradhya C.H.S, Rsc-14, Gorai-1. Borivali West.
Mumbai, Maharashtra 400091
India
ameynarvekar01@gmail.com

Dear Mr. Amey Naresh Narvekar,

Congratulations! I am pleased to inform you that the School of Engineering and Applied Sciences at the University at Buffalo (UB), State University of New York is recommending your admission for the Fall 2021 semester to the degree of Masters of Science in Computer Science & Engineering.

This letter constitutes a recommendation of admission only. If you do not receive a separate financial aid offer with this letter, we are not able to offer you assistance at this time. However, all applicants are evaluated for possible financial assistance on a regular basis and we will contact you if aid becomes available at a later date. Please note that we have a very large applicant pool and limited funds for scholarships and assistantships.

This admission offer is limited to the area of study and the degree indicated above. If you wish to change your area of study or degree at a later date, an additional application and review process may be required. At all times during your program of study, you will be required to maintain continuous enrollment, demonstrate satisfactory progress towards completing your degree, and adhere to all relevant Policies and Procedures of the Computer Science & Engineering Program and UB Graduate School.

At the University at Buffalo, as is the practice at most other major universities in the U.S., the admission of students to graduate programs is a shared responsibility of academic departments and the Graduate School. General questions about the admissions process should be communicated to the School of Engineering and Applied Sciences Office of Graduate Education at gradeng@buffalo.edu or 1-716-645-9099.

We are pleased that you have chosen to apply to the University at Buffalo and are very hopeful that you will join our program. Please inform us of your acceptance of this recommendation of admission by completing our online **Statement of Intent** form found in your **Application Status Portal** at your earliest convenience. Also, please note the required health documentation and instructions for International applicants, both of which are summarized as an addendum to this letter.

We are excited to have you join our program and look forward to seeing you soon in Buffalo, New York.

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu

engineering.buffalo.edu

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

University at Buffalo
School of Engineering and Applied Sciences

Sincerely,



Kemper Lewis, PhD, MBA
Dean, School of Engineering and Applied Sciences
University at Buffalo

Immunization requirements:
In accordance with New York State Public Health Law, UB requires that all students (undergraduate, graduate, professional) born on or after January 1, 1957 provide proof of immunity against measles, mumps, and rubella. The state also requires that all students receive information about meningococcal disease and have made an informed decision about whether or not to receive immunization against meningococcal disease. UB students will not be allowed to register for classes until they have fulfilled these requirements. To learn more, visit http://bit.ly/32kTA2Q

Additional requirements for International applicants:
Upon final approval of your credentials in the Office of International Admissions, your I-20, along with information on housing and other appropriate items, will be sent to you directly from the Office of International Admissions. This process will take approximately one month after you have notified us of your acceptance of our offer; please note your application will not be forwarded to International Admissions until we receive your response.

This offer of admission is considered provisional until receipt of an official undergraduate transcript confirming your undergraduate degree conferral. The Office of International Admissions will provide you with instructions for sending these documents to the University at Buffalo.

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu

engineering.buffalo.edu



PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

UNIVERSITY OF
ILLINOIS CHICAGO

OFFICE OF GRADUATE AND PROFESSIONAL ADMISSIONS

October 3, 2022

Yash Tulsiani
A 1103 Shree Vallabh Tower
Kachpada Malad West
Mumbai, Maharashtra 400064
India

Dear Yash,

Congratulations! I am pleased to inform you that you have been admitted as a student to the Management Information Systems MS program at the University of Illinois Chicago (UIC) beginning in the Spring 2023 term.

The Graduate College requires that each degree student work with a department advisor in selecting courses. Details on advising will be communicated to you by the department, if they have not already done so. Available for students admitted to the University is my.UIC, a portal designed to assist students with the admission to registration process. Please go to go.uic.edu/gradadmit to access my.UIC, if you have not already done so. We encourage you to visit the portal regularly to check your messages and obtain new information.

Newly enrolled students are automatically enrolled in CampusCare, the University-sponsored health benefits program, when assessed the Student Health Insurance Fee along with the tuition. Consult the CampusCare website at campuscare.uic.edu to obtain information about the program including permissible reasons to have it waived.

You have been classified as an international, nonresident student of Illinois. This status is for a person who is a citizen or permanent alien of a country other than the United States, who expects to return to a residence outside the United States, and either is, or proposes to be, a temporary alien in the United States for educational purposes only. As an international student you are required to see an advisor in the Office of International Services (OIS) at UIC to verify your current immigration status upon your arrival at UIC. Failure to do so may jeopardize your stay in the US. Any questions or concerns regarding your immigration status should be addressed to OIS.

Your admission is conditional upon receipt of certain required documents. If you are currently completing your bachelor's degree, you will need to submit a final, official transcript. If your admission is based on unofficial documents, we will need to receive official documents. The required documents that must be submitted are listed on your application status page. See our Admitted Student Guide at go.uic.edu/gradadmit for submission details. For specific questions about your admissions status or required documents, consult the Office of Admissions at (312) 996-4350.

Admission to the Graduate College is for a specific term. However, if you wish to defer admission, it is possible that you may do so for up to one year without reapplying. Please contact your department with any questions concerning deferral.

Again, congratulations! We look forward to providing you with an outstanding education.

Sincerely,

Karen J. Colley

Karen J. Colley
Dean

Office of Graduate and Professional Admissions
Office of Admissions
1200 W. Harrison St., 1130 SSB (MC 018)
Chicago, IL 60607-7161

Phone 312.996.4350
Email applygrad@uic.edu
Web admissions.uic.edu/grad

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

UNIVERSITY OF
ILLINOIS CHICAGO

OFFICE OF GRADUATE AND PROFESSIONAL ADMISSIONS

October 3, 2022

Yash Tulsiani
A 1103 Shree Vallabh Tower
Kachpada Malad West
Mumbai, Maharashtra 400064
India

Dear Yash,

Congratulations! I am pleased to inform you that you have been admitted as a student to the Management Information Systems MS program at the University of Illinois Chicago (UIC) beginning in the Spring 2023 term.

The Graduate College requires that each degree student work with a department advisor in selecting courses. Details on advising will be communicated to you by the department, if they have not already done so. Available for students admitted to the University is my.UIC, a portal designed to assist students with the admission to registration process. Please go to go.uic.edu/gradadmit to access my.UIC, if you have not already done so. We encourage you to visit the portal regularly to check your messages and obtain new information.

Newly enrolled students are automatically enrolled in CampusCare, the University-sponsored health benefits program, when assessed the Student Health Insurance Fee along with the tuition. Consult the CampusCare website at campuscare.uic.edu to obtain information about the program including permissible reasons to have it waived.

You have been classified as an international, nonresident student of Illinois. This status is for a person who is a citizen or permanent alien of a country other than the United States, who expects to return to a residence outside the United States, and either is, or proposes to be, a temporary alien in the United States for educational purposes only. As an international student you are required to see an advisor in the Office of International Services (OIS) at UIC to verify your current immigration status upon your arrival at UIC. Failure to do so may jeopardize your stay in the US. Any questions or concerns regarding your immigration status should be addressed to OIS.

Your admission is conditional upon receipt of certain required documents. If you are currently completing your bachelor's degree, you will need to submit a final, official transcript. If your admission is based on unofficial documents, we will need to receive official documents. The required documents that must be submitted are listed on your application status page. See our Admitted Student Guide at go.uic.edu/gradadmit for submission details. For specific questions about your admissions status or required documents, consult the Office of Admissions at (312) 996-4350.

Admission to the Graduate College is for a specific term. However, if you wish to defer admission, it is possible that you may do so for up to one year without reapplying. Please contact your department with any questions concerning deferral.

Again, congratulations! We look forward to providing you with an outstanding education.

Sincerely,

Karen J. Colley

Karen J. Colley
Dean

Office of Graduate and Professional Admissions
Office of Admissions
1200 W. Harrison St., 1130 SSB (MC 018)
Chicago, IL 60607-7161

Phone 312.996.4350
Email applygrad@uic.edu
Web admissions.uic.edu/grad

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

DEFERRAL LETTER

Dear Romita Ramesh Bangera:

I am pleased to inform you that your request to defer your admission to the Spring 2021 semester has been granted. If you indicated a preference for Fall 2021 entry, note that your seat is guaranteed. If you do not enroll for the Spring 2021 term, your record will automatically be adjusted for Fall 2021 entry. Meanwhile, you are encouraged to investigate Spring 2021 entry options. Deferring international students for Spring 2021 entry who made a Fall 2020 I-20 request are encouraged to re-initiate the I-20 process using the below instructions by on or before October 2 to potentially preserve their SEVIS record. Deferring international students for Fall 2021 entry may not make an I-20 request until after February 1, 2021.

Thank you for your continued interest in the *Graduate School of Engineering* at Northeastern University.



9/25/2020

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Romita Ramesh Bangera
Plot No 45, Room No. 203, Aarati Bldg
RDP-1, Sector-2,Charkop, Kandivali West
Mumbai 400067
India

NU ID No.: 001586639

CONTACT: romsbangera@gmail.com

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Northeastern University
College of Engineering

130 Snell Engineering Center
Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

2/26/2021

Vinit Harsora
A/102, Snehadhara SOC, Natwar Nagar, RD NO:5
Above Hanuman Mandir, Jogeshwari E
Mumbai 400060
India

Dear Mr. Vinit Harsora:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Fall 2021 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI



2/26/2021

NORTHEASTERN UNIVERSITY

GRADUATE SCHOOL OF ENGINEERING

STUDENT ADVISING AND REGISTRATION INFORMATION

Vinit Harsora
A/102, Snehadhara SOC, Natwar Nagar, RD NO:5
Above Hanuman Mandir, Jogeshwari E
Mumbai 400060
India

NU ID No.: 002194175

CONTACT: vinciharsora@gmail.com

START Term: Fall 2021

CAMPUS: Boston

STATUS: Full-time

DEGREE LEVEL: Master of Science

SPECIAL ADMISSIONS NOTE: Please note that graduate courses completed (e.g. previously) outside of the approved curriculum for the program are not accepted for transfer. The approved courses (Core Requirements and Electives) are specified in the PROGRAM REQUIREMENTS section on the program's official web page.

CONCENTRATION: Not Applicable

ACADEMIC PROGRAM POINT OF CONTACT

NAME: Prof. Kal Bugrara
EMAIL: Program-related inquiries may be sent to:
https://coe.northeastern.edu/admissions/help

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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Northeastern University
College of Engineering

130 Snell Engineering Center
Northeastern University
360 Huntington Avenue
Boston, MA 02115

617 373 2711
f 617 373 2501

www.coe.neu.edu/gse

4/1/2022

Durgesh Shantaprasad Sakhardande
29/226, Anand Nagar Om Chs, Nehru Road
Santacruz East
Mumbai 400055
India

Dear Mr. Durgesh Shantaprasad Sakhardande:

I am pleased to inform you of your acceptance into the *Graduate School of Engineering* at Northeastern University as a Full-time Regular student in the Masters degree program.

This action is by recommendation of the Admissions Committee following a thorough examination of your preparation and qualifications for graduate work. In accordance with your undergraduate studies, your degree designation will be Master of Science in Information Systems and will begin the first day of classes of the Fall 2022 term. Please go to Northeastern's Office of the University Registrar website to view the university calendar. Please also refer to the below student advising and registration information for important information regarding your studies including your initial point of contact in your department of admission. Note that your offer of admission is contingent upon your satisfaction of all local, state and federal laws.

The *Graduate School of Engineering* is available to assist you with any questions that you might have concerning your studies. On behalf of the Graduate Admissions Committee, I welcome you to the *Graduate School of Engineering* at Northeastern University.

Sincerely,

Waleed Meleis

Dr. Waleed Meleis
Associate Dean for Graduate Education

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

Your Brunel University London CAS 2249727

1 message

<admissions.immigration@brunel.ac.uk> Thu, 25 Aug 2022 at 21:17
To: international@iecabroad.com, akruti1407@gmail.com

Brunel University London

Brunel University London
Uxbridge, UB8 3PH, UK
Telephone + 44(0)1895 265265
Web www.brunel.ac.uk

Your Confirmation of Acceptance for Studies (CAS) statement is provided at the end of this email. Please inform us urgently if you cannot view/open this.

Any questions?
FAQs
Contact us:
admissions.immigration@brunel.ac.uk

Miss Akruti Vinayak More Iec Abroad Ltd
9 Portland Street
Aytoun Street Entrance
Manchester
M1 3BE
United Kingdom

Brunel Student ID: 2249727

Dear Miss More

We would like to confirm receipt of all the required documents for issue of your Confirmation of Acceptance for Studies (CAS). This email also confirms that you now hold an unconditional offer on the following course at Brunel University London: MSc Artificial Intelligence FT

Please check the details on your CAS carefully and inform us immediately if you believe any of the information to be incorrect or if you have any further questions about your CAS.

Your Confirmation of Acceptance for Studies (CAS) number is **E4G6NJ8J45T0R0**. Please see a copy of your full CAS statement attached. These details have also been sent electronically to UK Visas and Immigration (UKVI).

Please note that you must apply for your Student Visa no more than six months before the course start date. Please ensure that you do not apply for your visa more than six months before the course start (or three months if extending your visa in the UK) as the visa application may be refused.

The first CAS that we issue you with is free of charge. However, if you need a new CAS (for example if you decide to change your course or your visa application is refused), we will charge a £21 administration fee to you to cover the cost charged to us by the UK Visas and Immigration (UKVI).

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Further information about the UK visa processes for students can be found at: https://www.gov.uk/browse/visas-immigration/student-visas. It is also advisable that you check the guidance issued by UKVI in response to Covid-19: https://www.gov.uk/guidance/coronavirus-covid-19-advice-for-uk-visa-applicants-and-temporary-uk-residents

Important Information: When you complete your Student visa application, we strongly recommend that you select the option for your Biometric Residence Permit (BRP) to be sent to us at Brunel University for you to collect here after you enter the UK. Brunel University London's Alternative Collection Code (ACL) for Biometric Residence Permit distribution is 2HE327. Please refer to your 'How to Apply for a Student Visa' email that you have been sent along with this CAS for further instructions.

Please take note of the following points in relation to your CAS:

1. You must ensure that you have obtained your visa and entered the UK in time to register for your course before the 'Latest date of Registration'. Therefore, you should apply for your Student visa as early as possible, within six months of the course start date. Please note that if you defer your place or fail to register on time, Brunel University will have to withdraw the CAS and/or sponsorship of your visa.
2. Once a Student Visa has been obtained, there are restrictions on the ability of a student to change courses on that visa. In some cases, the course change may only be possible if a new Student Visa application is made from outside of the UK. Therefore, if you do not wish to study the course listed on this CAS, please contact the Admissions Office urgently to request a course change.
3. Registration will be completed online, but please keep your original qualification documents safe as you may be required to present them to us at a later stage.
4. If your visa application is refused for any reason, please inform us immediately and send us a copy of the refusal letter. We will then advise you of your available options if you still wish to study with us.
5. This CAS is an electronic document that has been sent to UK Visas and Immigration (UKVI). You will have to input the CAS number in your visa application and the visa officer will have access to the details. Although you can print this CAS statement if necessary, you do not require a hard copy of the statement. This is your official CAS document.

Kind regards,

Admissions Office
T +44 (0)1895 265265 | E admissions.immigration@brunel.ac.uk

Brunel University London
Communications, Marketing and Student Recruitment

Brunel University London, Uxbridge, Middlesex, UB8 3PH, United Kingdom
T +44 (0)1895 274000
www.brunel.ac.uk

For further information regarding visas and immigration please visit our website:
www.brunel.ac.uk/international/visas-and-immigration

Confirmation of Acceptance for Studies (CAS) Statement

We have electronically provided the UK Visas and Immigration (UKVI) with the following information:

1. Student name: Akruti Vinayak More
2. Nationality: India
3. Date of birth: 14/Jul/1999
4. CAS number: **E4G6NJ8J45T0R0**
   Where included in the CAS number, the number Zero appears as 0, the letter O appears as O

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5. Sponsor: Brunel University London
6. Sponsor licence number: 0BT931EY6
7. Course title: MSc Artificial Intelligence FT
8. Course Start Date: 12/Sep/2022
9. Latest Date of Registration: 30/Sep/2022

   You must have obtained your Student visa and arrived in the UK in time to register before the deadline above. Therefore, please apply for your visa as early as possible within six months of the course start date. Please inform us if this is not possible, you want to defer your course or withdraw your application. Please note that the CAS and/or sponsorship of your visa will be withdrawn if you do not register in time or defer your start date.You will need to pay a certain percentage of your first year tuition fees in order to complete your registration (this will be advised in your registration instructions to follow).
10. Course end date: 20/Sep/2023
11. Tuition Fees (academic year 2022/3): £20450
12. Tuition fees paid to date: 3000
    Accommodation fees paid to date: 0
13. Passport number: S6827190
14. Academic Course Level: RQF 7
15. English Language Proficiency Assessment: Higher Education Institution (HEI) sponsor has made assessment
16. Previous UK Study: No
17. Qualification documents used to obtain offer. Although these documents may not need to be supplied in the visa application, please keep them safe.
    - We have assessed the student's English language ability at CEFR B2 in reading, writing, speaking and listening using the qualification(s) listed in this section.
      - Overseas Undergraduate Degree - University of Mumbai, India -
18. University address:
    Brunel University London
    Kingston Lane
    Uxbridge
    Middlesex
    UB8 3PH

You may apply for your Student visa based on the information above in the above/attached CAS statement.

Please refer to the additional guidance we have supplied as there will be other documents that you need to supply in your visa application.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

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MUMBAI

International Office
Coventry University
Priory Street
Coventry CV1 5FB
Telephone +44 (0)24 7615 2152
Fax +44 (0)24 7615 2175
www.coventry.ac.uk/international

Postgraduate Masters Taught International Conditional Offer

Mr. Nishant Vijay Kosambiya
A/303, Vrindavan Tower, Padma Nagar, Near Phoenix
Mumbai
Maharahstra
400092
India

Student ID:13382256

Date: 13 October 2022

Dear Mr. Kosambiya,

Application Decision

Coventry University, Coventry University London, CU Coventry, CU London and CU Scarborough come together to form part of the Coventry University Group (the "University") with all degrees awarded by Coventry University.

With reference to your application to study at the University, we are delighted to offer you a place on the following course which is conditional on the 'offer conditions' detailed below being met:-

Course Title	MSc Data Science (RQF Level 7)
Location	Coventry University
Award on Successful Completion	MSc
Stage of Entry	Stage 1
Academic Course Start Date	16 January 2023
Usual Course Duration	1 year
Total Anticipated Tuition Fees per Academic Stage/Year of the Course	£18250.00 as advertised for the 2022/2023 Academic Year [use your student ID as a payment reference]
1st Tuition Fee Payment for the first Academic Stage(the Deposit to secure your place)	**£4000.00** to be received by the University as part of your offer conditions. On meeting your other offer conditions and by paying this Deposit, you formally accept your offer of a place with the University.
2nd Tuition Fee Payment for the first Academic Stage/Year to be received by the University before your arrival for enrolment (payable once your Visa has been issued to you)	**Additional £4000.00** to be received by the University before enrolment begins on **9th January 2023**
Remaining Tuition payment for the Academic Stage/Year	£10250.00 to be received by the University by the payment deadlines detailed in the Tuition Fee Terms and Conditions. 50% of remaining tuition fees to be received by the University before 15th March 2023(TBC). Remaining balance to be received by the University before 15th May 2023(TBC). See details in the Tuition Fee Terms and Conditions on our website.
Scholarship/Tuition Award (subject to eligibility)	These are awarded based on specific requirements and **are subject to eligibility**. Please note final confirmation of any awards/scholarships will be confirmed on your CAS statement. *if awarded, this is only valid for your first year of study at the University*
Estimated Living Expenses (based on UKVI Guidance)[UKVI Student Route Policy Guidance]	Estimated at £1023.00 per month

We regularly review our course content, to make it relevant and current for the benefit of our students. Please check the current online course pages to read about the course on which you are being offered a Conditional place.

ATHARVA COLLEGE OF ENGINEERING MUMBAI

PRINCIPAL
ATHARVA COLLEGE OF ENGINEERING
MUMBAI

International Office
Coventry University
Priory Street
Coventry CV1 5FB
Telephone +44 (0)24 7615 2152
Fax +44 (0)24 7615 2175
www.coventry.ac.uk/international

Offer Conditions
You are required to accept your offer and meet all the following conditions **before 5th December 2022 to be eligible to enrol** on your course:

- **Complete and pass interview assessment with International Student Support team.**
- **Provide a detailed personal statement to support your application by mentioning Data Science and addressing Coventry university**
- **Pay £4000.00 to secure your place onto the course. The 2nd payment must be paid and received at the University before your arrival for enrolment. You must have paid a minimum of £8000.00 in order to be able to complete your enrolment. Refunds may be given if you are refused a student visa (subject to the University Policy and Current UKVI Immigration Regulations).**

You are required to meet the following conditions before enrolment begins on 9th January 2023:

- **Obtain a UKVI Student Visa to permit you to study in the UK (Please ensure you apply for an ATAS certificate and include it with your visa application if your course requires you to hold one) Send a copy of your ATAS certificate once it's been issued to you.**

- **Pay the 2nd installment of your tuition fees which must be received by the University before your arrival for enrolment. [*Once you have received your visa, please make arrangements to pay your 2nd instalment before 9th January 2023. Please note, tuition awards and scholarships cannot be used to fulfil this requirement (they can only be applied towards the fulfilment of your final instalment).]***

- **Ensure you have and bring with you the originals of all the academic documents used in issuing your CAS to you. Photocopies or photos of these on your phone will not be accepted at enrolment**

Refunds may be given if you are refused a student visa (subject to the University Refund Policy and Current UKVI Immigration Regulations).

Important Information-please read

Enrolment onto your course is subject to you obtaining the right to study in the UK on a course at the University.

Confirmation of Acceptance for Studies ("CAS")

On confirmation of evidence that you have met all the entry conditions set out above, save for obtaining a visa, including receipt of your 1st Tuition payment (or an acceptable financial guarantee letter) by our finance department, we will e-mail you your unique CAS number. This will be a PDF copy of the CAS statement generated from the UKVI's SMS portal. You will need your CAS to apply for your student visa. Where applicable, we may be able to issue you an Unconditional Offer Letter as evidence that you have fulfilled all admissions entry requirements

Accepting Our Offer

If you wish to accept this offer and firmly reserve a place you must reply by email quoting your name and reference number (as above) and confirming the course you are accepting. Alternatively, on meeting your offer conditions and by paying the Deposit, on receipt of the Deposit by the University you formally accept your offer of a place with the University.

This offer has been made on the basis that you are an International Student. If this is not correct, this offer may be withdrawn at any time.

If you consider that you are a Home fee paying please contact ukadmissions@coventry.ac.uk who will review this offer.

By accepting your offer of a place, a Student Contract will be formed between you and the University. A copy of the 22/23 Student Contract will be sent in due course, which you will be signing up to when you enrol. A copy of

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Please notify us if you change your address, email or telephone contact details so that we will keep in touch with you until enrolment. Good luck with your preparations and we hope you will be able to join us at the University soon. If you have any further queries please do not hesitate to contact us.

Yours Sincerely

Gary Armstrong
Group Director, Recruitment and Admissions
Coventry University

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MUMBAI

UNIVERSITY OF
ILLINOIS CHICAGO

OFFICE OF GRADUATE AND PROFESSIONAL ADMISSIONS

3/4/2022

Ranthin Sanjay Solanki
204 Sukh - Raj Chs Ram Nagar
Malad(W), Mumbai
Mumbai, Maharashtra 400064
India

Dear Ranthin Sanjay,

Congratulations! Thank you for applying through the Graduate Direct process. I am pleased to inform you that you have been admitted as a student to the Master of Science in Mechanical Engineering program at the University of Illinois Chicago (UIC) beginning in the Fall 2022 term.

The Graduate College requires that each degree student work with a department advisor in selecting courses. Details on advising will be communicated to you upon arrival.

Along with this letter you will receive information on next steps: your immigration document and instructions, health insurance and the academic calendar, among other useful informational pieces. In addition, read about your housing and meal options, how to arrange for airport pick-up and the upcoming orientation program that you will attend. Please also prepare your official transcripts for presentation upon arrival.

UIC Global offers a variety of support services for international students designed to help you prepare for your arrival and acclimate to your new life on campus. Student support services include visa interview preparation, assistance with your year -one course selection, advising and pre-arrival support. You will have access to signature student experiences including airport pick-up, cultural events and career and internship preparation. All students participate in student orientation, and our dedicated advisors are available to assist you with flexible course selection and registration.

As you continue to move forward with the next phase in your educational career, we are here to help you and to answer any questions you may have about The University of Illinois Chicago. Please contact admissions@uicglobal.org.

Again, congratulations! We look forward to providing you with an outstanding education.

Sincerely,

Karen J. Colley

Karen J. Colley
Dean
UIC Graduate College

Office of Graduate and Professional Admissions
Office of Admissions
1200 W. Harrison St., 1130 SSB (MC 018)
Chicago, IL 60607-7161

Phone 312.996.4350
Email applygrad@uic.edu
Web admissions.uic.edu/grad

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