

Mr.Abdulbaqui Abdulrashid Ansari
Niyati Appartment, Main Bazar
Umargam, Umbergaon
Valsad
Gujrat - 396170

20th May' 2022

PRIVATE AND CONFIDENTIAL

Dear Abdulbaqui,

Contract of Employment – Blockchain Developer Intern, India

We would like to offer you this position if you wish to accept by signing back this letter of offer. The company is based at 829, 8th floor, Tower-A, Bestech Business Tower, Sector-66, Mohali, Punjab, India. The main terms and conditions of this offer are as follows:

Position

You will be appointed as full time Blockchain Developer Intern

Commencement Date

Your position will commence on **1st June' 2022**.

Remuneration

You will receive the stipend amount for 4 months i.e. INR 15,000 (Rupees Fifteen Thousand Only) per month. As per the discussion, your performance will be reviewed after 4 months and your salary will be incremented based on your performance and it will be in between INR 5,00,000 (Rupees Five Lac Only) per annum to INR 7,00,000 (Rupees Seven Lac Only) per annum.

Payment

Your salary will be paid monthly by EFT by the 7th of each month.

Salary Review

Your remuneration package will be reviewed annually on or about the anniversary of your employment or in accordance with workplace laws.

Annual Leave

You are entitled to 18 days of annual leave per year of service. Leave is accrued and should be taken within one year of falling due, on occasions negotiated with your manager.



Termination

- The minimum period of notice required to be given to the employer by the employee is Either 45 days or
- That prescribed by the relevant employment agreement or other contract of employment.

The company may terminate your employment at any time without notice if:

- You are guilty of serious misconduct or
- You are in material breach of a provision of this contract, including confidentiality undertakings

Following the termination of your employment you will be required to return all company property.

Hours of Work

It will be a 9 hour work shift , timings. Customer service is important and while the company is normally closed on Saturday & Sundays and national holidays, you may be required to work on any of those days or beyond the time set forth above in accordance with the company's needs at the time. Work hours may be rescheduled from time to time as needed per company policies. We will endeavor but is not required to provide notice.

Privacy

You are required to observe and uphold all the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Company Policy

Webmob Software Solutions has in place several company policies and procedures. You are required to comply with company policy. A failure to comply with these policies may result in disciplinary action being taken against you. These policies do not form part of this contract of employment.

Confidentiality of Information and Non-Compete Covenant

During your employment you may become aware of information relating to the business of Webmob Software Solutions, including but not limited to client lists, trade secrets, and client details and pricing structures. Confidential information, including client lists, trade secrets, pricing structures and any and all documents created by you in the course of your employment remain the sole property of Webmob Software Solutions. You shall not, either during or after your employment, without the prior consent of Webmob Software Solutions, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. You shall not, directly or indirectly, engage in a business which is or which would be competitive



with the existing or anticipated business of Webmob Software Solutions for the duration of this employment. In the event where you terminate the employment, this non-compete covenant shall remain in force for a period of 12 months after the date of termination. Failure to do so will incur a penalty of equivalent to the value of the last 12 months of your salary with Webmob Software Solutions. Webmob Software Solutions will have the right of legal action against you if you breach this non-compete covenant.

Eighteen months (18) of Employment bond

The Company would need to invest in your training and bring you to a level where you can contribute to professional project(s), thus the Company looks forward to 18 months of employment agreement which includes your probation period.

Jurisdiction

This contract is made under the Mohali, Indian and International Law as applies.

Welcome and Acceptance

We would like to take this opportunity to welcome you to Webmob Software Solutions Pvt. Ltd. and wish you a long and rewarding career with us.

Yours sincerely,

*Nitika
Nanda*

Nitika Nanda
HR
Department.

I, Abdulbaqui Abdulrashid Ansari , Address – Niyati Appartment, Main Bazar, Umargam, Umbergaon, Valsad, Gujrat – 396170, India, have read and accept the terms and conditions of this contract.

Signed: _____

Dated: _____

A copy is provided for your records.



Dear Abdulbaqui Ansari

Sub: Performance Appraisal & Promotion Letter

Congratulations!!

Dear Abdulbaqui,

We are hereby glad to inform that you have been promoted as "**Blockchain Developer**".

Your CTC has been revised to INR **6,20,004** i.e. (**Rupees Six Lac And Twenty Thousand only**) per annum.

Revision is effective from **2nd October' 2022**.

Terms and Conditions:

Appraisal Amount:

The revised compensation package has been customized for you taking into consideration your performance, company policies and related factors.

Confidentiality:

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you.

Your compensation package is unique to you and not for comparison with other employees of the company.

All the other terms and conditions remain unchanged.

****Please note that above structure is subject to change in lieu to change in company policy and income tax rules. All benefits are as per company policy, which are subject to change from time to time****



Wish you all the success!!

Webmob Software Solutions Pvt. Ltd.

Yours sincerely,

*Nitika
Nanda*

Nitika Nanda
Manager - HR

I, **Abdulbaqui Ansari**, have read and accept the terms and conditions of this contract.

Abagui

Signed: _____

Dated: 3/10/2022





NIMAP INFOTECH
FOCUS TO REDEFINE

Nimap Infotech LLP

Regd. Add :- Flat No. B-204, 2nd Floor, Pawapuri Apt 85/87, 5eth Motisha Lane, Love Lane, Mazgaon, Mumbai - 400 010.

Admin Add:- Todi Industrial Estate, A Wing, Gala No. 41, 4th floor, Sunmill Compound, Lower Parel- West, Mumbai - 400013

Tel : +91 22 6639 5181

Mob : +91 9819312721

+91 9920977080

CIN No. - AAC-2388

Email - info@nimapinfotech.com

Website - www.nimapinfotech.com

Offer Letter

To,

Date: 10/02/2022

Mr. Vaibhav Sanjay Apraj

Address : Galaxy Pinnacle, Wing B, 10th floor, flat no. 1004, Sai mandir road, near sai baba mandir, shivaji nagar, vile parle (East), mumbai no. 400057

Congratulations ! You are now a part of the Nimap family !! We are delighted to extend to you our offer to join Nimap Infotech LLP (herein referred as 'Nimap') for the position of **Associate Software Developer** on the terms and conditions set forth in this offer letter.

You will join us as a full time employee on **11th May 2022** You agree to serve the company for a minimum of **2 years**. You will be eligible for your next annual increment in **September 2024**.

You will be on probation for the first 6 months of joining. The address of our premises is Office no 41, Todi estate A wing, Sunmill compound, Senapati Bapat Marg, Lower Parel west, Mumbai – 400 010.

As long as you join us as a full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached **Annexure A** subject to the following **terms and conditions**:

It is essential that you join on the date as mentioned in the offer letter. In case of mediocre performance, Nimap reserves the right to terminate the employee within 30 days without any compensation. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn.

BENEFITS, INCREMENT AND PROMOTION





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Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

You will be eligible for your next annual increment in **September 2024**.

You will be responsible to plan for appropriate tax savings the satisfactory proof of which will be submitted to us well in time or else the applicable taxes like Professional Tax, Income Tax, etc. will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure A

TRANSFER

Nimap reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Nimap's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company.

WORKING HOURS

The default working hours in Nimap is from **9:30 AM to 6:30 PM** on all days except sunday and two Saturdays of the month. However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these default working hours and weekly schedule.

ALTERNATE EMPLOYMENT

As a full-time employee of Nimap, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the prior written permission of Nimap.

LEAVE

You will be eligible for a total of **8 sick / casual leaves per annum & 1 earned** per month after your probation period





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UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of your not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Nimap will then have a right to initiate legal proceedings against you.

TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that: A. The Company's services are highly specialized.

B. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.

C. The Company has a proprietary interest in its customer list and relationships.

D. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company. You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the





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Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

Your employment is subject to service conditions applicable as per the existing Company policy. Any change in such conditions would be automatically applicable and you would not be entitled to any additional benefit on account of any future changes in such policies.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Nimap Infotech LLP. alone has the right to terminate the contract of employment.

Nimap Infotech LLP. has the right to terminate the contract of employment by giving 90 days notice to that effect in writing or salary in lieu thereof. The right to terminate the contract of employment can also be exercised by you upon giving similar notice to that effect in writing.

If the employee's services are terminated by either sides within 30 days of joining, he/she won't be liable for his first month's salary.

The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE

Any dispute between yourself and the company concerning or relating to or arising out of this contract shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Greater Mumbai only.





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BONUS

Performance bonus will be paid monthly if the employee is on a client side billable project.

Performance & Loyalty bonus is paid after completion of **three years of service in the company** for the number of months the employee is on a client side billable project.

EMPLOYMENT VERIFICATION

The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company 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, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED

Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Relieving certificate, last 3 Months pay slip /salary certificate (If Any)from your last employer, if you were employed prior to joining us.

Copies of the following:

- SSC/HSC or equivalent examination mark sheets
- Diploma / Degree for all the Semesters/Years or Passing Certificate
- Pan card & Aadhar Card

You are requested to note that our offer is subject to your submitting the above documents.

According to the standard practice of our Company, you will treat the above terms of this Letter





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of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 5 business days from the date of this letter.

All additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Sincerely,

For Nimap Infotech LLP



Priyank T Ranka
Authorized Partner, CEO

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the Annexure to the same.

Vaibhav Sanjay Apraj

Date





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Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Salary Structure 1st Year: CTC :- 264000		
Monthly Payment	Monthly	Annual
Basic	16,000	1,92,000
Performance Bonus	2,000	24,000
Performance & Loyalty Bonus	4,000	48,000
Total Gross - Cash Component (A)	22,000	2,64,000
Less Deductions (B)		
Bonus components	6,000	72,000
Profession Tax	200	2,500
Net Take Home = A-B	15,800	1,89,500
CTC(Cost To Company)	22,000	2,64,000

Salary Structure: CTC 2st Year: - 348000		
Monthly Payment	Monthly	Annual
Basic	25,000	3,00,000
Performance & Loyalty Bonus	4,000	48,000
Total Gross - Cash Component (A)	29,000	3,48,000
Less Deductions (B)		
Bonus components	4,000	48,000
Profession Tax	200	2,500
Net Take Home = A-B	24,800	2,97,050
CTC(Cost To Company)	29,000	3,48,000





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Salary Structure: CTC 3 rd Year: - 480000		
Monthly Payment	Monthly	Annual
Basic	35,000	4,20,000
Performance & Loyalty Bonus	5,000	60,000
Total Gross - Cash Component (A)	40,000	4,80,000
Less Deductions (B)		
Bonus components	5,000	60,000
Profession Tax	200	2,500
Net Take Home = A-B	34,800	4,17,000
CTC(Cost To Company)	40,000	4,80,000





Offer of Employment

To

Ashwin Sreedhar,

Mumbai,

Date: 19th November 2021

Dear Ashwin Sreedhar,

We are extremely pleased to offer you a position of "**Solution Analyst**" with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 22nd November 2021.

Type of work

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client's business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on Internship for six months during which your salary will be Rs.180,000/ year. Post 6 months' probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

Offer of Employment



- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **19th, November 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:
 1. Proof of Academic Qualification (Class 10th Equivalent and above):
 - 10th & 12th mark lists
 - Under graduate / degree mark list and degree certificates
 - Post-Graduation mark list and degree certificates (if any)
 - Other qualifications - mark lists and certificates (if any)
 2. Proof of identity i.e. PAN card, driving license, Electoral card
 3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

Best Regards,

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

Email - sandeep@sankeysolutions.com

Ph: +91 9765159999



APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.



Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.



Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

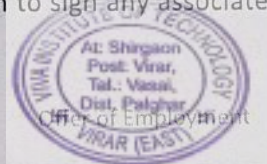
Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the



above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business, or clients you have worked during the course of your



employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or



increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of,



or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

Agreed to and accepted:

Ashwin Sreedhar

[Signature]

19/11/2021 Nallasopara

Candidate Name

Signature

Date & Place

Offer of Employment

[Signature]



SERVICE AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and Ashwin Sreedhar (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. Ashwin Sreedhar hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: Valsala Sreedhar

2) Name: Akshay Sreedhar

Address: A-201, Bhavesh

Address: A-201, Bhavesh

Apt. Shreeprastha


Apt. Shreeprastha

Nallasopara (W)

Nallasopara (W)

Contact No: 9833090795

Contact No: 8857816258

Ashwin Sreedhar 

19/11/2021 Nallasopara

Candidate Name & Signature

Date & Place

Offer of Employment



Annexure I		
Parameters	Objectives	Target
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing & planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	100%

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%

Offer of Employment





Dear Mr. Sachin Bhagat,

We are pleased to offer you the position of Mobile App developer at MTIS, Marcks Training and IT Services. We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per our discussion, your starting date will be on 28th Feb, 2022 and you will be paid a monthly salary of Rs 10000/-.

We request you to confirm joining duties and submit all the documents copy with original for verification as mentioned in Annexure 1 at the earliest.

With Best wishes

**FOR MARCKS TRAINING AND
IT SERVICES LLP**

Kavita Mandilwar
PARTNER

Authorized Signatory
Kavita Mandilwar
Marcks Training and IT Services
T09, 3rd Floor, Haware Centurion,
Sec 19 A, Seawoods,
Navi Mumbai- 400706

.....
Received the letter in original, I accept the offer subject to the terms and conditions specified above.

Date.....

Signature.....
Name: Mr. Sachin Bhagat



Date: - 3rd Feb 23

**To,
Roshani Bhosure,
Mob no. 7798044249
Email id- roshnibhosure1@gmail.com**

Subject: Appointment Letter

Dear Roshani,

This has reference to your application and subsequent interviews conducted accordingly we are pleased to extend an offer of appointment to you as **“IT Recruiter”** in our organization from **28th Sept 2022**. You will be deputed at client **Quinnox at Mumbai location**.

This appointment letter is subject to satisfactory reference check and background.

The terms and conditions of our Appointment are clearly mentioned below:

Annexure – A

Salary: CTC Emoluments: Rs. 2,40,000/- per annum.

The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

H&B reserves the right to restructure the salary and allowance components depending upon prevalent situations without affecting your gross fees.

Annexure – B

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status, contact number of minimum one member of your family and your home landline number. The communications sent to you on your last known address shall be deemed to have been received by you.

2. Nature of Work:

Your nature of work mainly includes all the aspects of the (Duties and responsibilities) **Software development, deployment, design and client interaction** as well as any other ad-hoc duties assigned to you from time to time. You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.



3. **Working Hours:**

You will have to follow working hours of the company/client where you are deputed. You will be required to work extra hours as and when required and informed by your senior.

4. **Timesheet Clause:**

Employee's responsibility to provide approved timesheet with approval from his reporting manager immediately after end of every month. Without approved timesheet employer shall not process that employee salary. Non Submission of timesheet would indicate absence from work.

5. **Assignment, Transfer and Deputation:**

Your services will be transferable at short notice to any of the existing or future department/branch/office/establishment/division of the Company, its associates or its clients/customers/ for whom the Company is doing any project or with whom the Company has entered into any contract. In such case your monetary benefits shall not be adversely affected and your service conditions relating to working hours, weekly off, discipline, performance, conduct etc. shall be governed by the prevailing service conditions as applicable in the transferred place of work.

6. **Secrecy/Confidentiality:**

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

7. **Security:**

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and companywide awareness about the need for protection of intellectual property and sensitive customer information.

8. **Intellectual Property Developed During Your Employment :**

"Intellectual Property Rights" means copyright, patents, know-how, confidential information, database rights and rights in trademarks and designs (whether registered or unregistered) applications for registration and the right to apply for registration, for any of the same, and all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world.

"Intellectual Property Materials" means all documents, patent specifications, SOPs (Standard Operating Procedures), dossiers, know-hows, technologies, Methods of analysis, diagnostic methods, impurity profiles, software, photographic works of any type and other materials in any medium or profiles, software, photographic or graphic works of any type and other materials in any medium or format which are created by or on behalf of you in the course of your employment and which are protected by or relate to Intellectual Property Rights.



- i. You must at any time during and after your employment, furnish such information and assistance and execute such applications and other documents which the Company considers necessary to obtain, protect or perfect its right, title and interest in respect of such Intellectual Property Rights and Intellectual Property Materials.
- ii. You must not dispute or oppose the proprietorship of the Company in such Intellectual Property Rights nor will you assist any other person to do so;
- iii. You shall immediately transfer without any charge to the Company all Intellectual Property Materials in your possession or under your control when your employment terminates for any reason or at any time when the Company requests transfer and no copies or other record of any Intellectual Property Materials may be retained by you except with the prior written consent of the Company.

9. Non-Disclosure Agreement :

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and /or any unauthorized person. You will sign the NDA with us and also if the client requires you the sign their NDA then you need to sign that as well.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

You are obliged to sign a non-disclosure agreement specific to a particular client as and when required by organization.

10. Claims Indemnification:

You have to indemnify H&B to the full extent of any damages, costs, credits or charges assessed by the Customer/Client against H&B due to the fault, act or omission by you and not due to the fault, act or omission of the Customer/Client or H&B.

11. Termination of Service:

- i. In probation period you will have to give **1 month** notice period or salary in lieu thereof and after confirmation of your employment, you will have to give **1 month** notice or salary in lieu thereof before leaving the organization.
- ii. Notice period clause will be applicable to you as per the client's rules and regulations, if applicable; else you will have to serve the notice period as mention in Clause 11(i) of this agreement or salary in lieu thereof before leaving the organization.
- iii. If project is over/abandoned/closes/completed on client site then employee's employment shall be terminated with immediate effect. In some case employer shall not be liable to serve one month notice or paying salary in lieu of or any other compensation. However employer may help for alternate available option to employee depending upon vacancy available in market. This arrangement as a good gesture and it's not binding on employer.



- iv. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment, relieving and experience letter. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- v. If at any time in the opinion of the Company (which opinion shall be final and binding on you) you are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline or any other conduct considered by the Company to be detrimental to its interest, Illegal activities, police case, consumption and usage of narcotic and alcohol or under the influence of the same at the place of work, your service may be terminated without giving you any notice or compensation.
- vi. Your appointment is based on information, testimonial, document submitted by you, which you were required to submit while joining the employment or may be called upon to do so subsequently. The Company shall be within its right to verify the correctness at any time now or in future. Your services shall stand terminated should information given by you turn out to be incorrect.
- vii. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

12. Return of Company Property :

You will promptly whenever requested by the Company and in any event upon the termination of your employment deliver up to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have

come into your possession, custody or control in the course of your employment, and all electronic equipment, computer software or hardware and other property including your staff ID card used in connection with the operations of the Company or any other members of the Group, and you will not be entitled to, and may not, retain any copies. Title and copyright in such correspondence and other documents, papers, records and property is vested in the Company.

13. Exit and Full & Final Settlement :

You will have to submit your resignation to your Project Manager at client site and need to forward us the accepted resignation by the Project Manager. You also need to submit us the approved Timesheet till your last working date and complete the exit formalities with us. From the date of completion of your all exit documents your Full and Final shall be done within 30 days from the submission date.

14. Rules & Regulations:

During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment.



15. Jurisdiction :

This appointment letter is governed by and shall be construed in accordance with the laws of India, and both parties to this appointment letter shall submit to the exclusive jurisdiction of the Pune Courts.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Acceptance

If the terms of this appointment are acceptable, please sign and give your acceptance on the copy of this letter. Your signature will confirm the salary agreed upon and other terms of your appointment specified in this letter.

If you fail to indicate your acceptance within a week from the date of the appointment letter, this offer of employment will be deemed to have been withdrawn and cancelled.

We are enthusiastic about your joining **H&B** and we hope that you will sincerely work hard and grow-up to develop a long lasting business association with us.

Yours sincerely,

For H&B HR Solutions Pvt. Ltd.



Authorized Signatory

Name: _____

Signature: _____

I have gone through and understood all the terms and Conditions mentioned above and I, hereby, accept and agree to abide by them.



02 November 2021

To,
Ms. Shelo Paulachan,
Mumbai, Maharashtra.

Letter of Employment

Dear Shelo,

We are pleased to inform you that we intend to offer you employment as **Associate Software Engineer** in our Mumbai Office on following terms and conditions.

1. **EXPECTED JOINING DATE:** Your expected joining date in the organization will be **January 10, 2022.**
 2. **REMUNERATION:** Your starting remuneration package will be as follows:

i)	Maximum Annual Compensation	:	Rs. 4,50,000/- per annum
ii)	Joining Bonus	:	Rs. 50,000/-
	Total Consideration (i) + (ii)	:	Rs. 5,00,000/-
 3. Please note that you will receive a separate letter for the **JOINING BONUS** at the time of joining. The joining bonus will be disbursed after completion of 6 months in the organization.
 4. **SERVICE BOND:** As e-Emphasys will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve e-Emphasys for a minimum period of 3 years.
 5. **BOND COMPLETION BONUS:** Upon completion of 3 years, you will receive a Completion Bonus of **Rs. 1,20,000 (Rupees One Lac Twenty Thousand Only)**
 6. **CONDITIONS:** Your employment is necessarily contingent upon the following conditions:
 - a. Only on successful completion of your academic course
 - b. The Position being open at the time of your expected joining date
- You will be given a formal Employment letter on your joining date upon fulfillment of above conditions
7. **VERIFICATION:** Your employment is necessarily contingent upon your
 - a. Submitting a medical certificate of fitness from a registered medical practitioner on commencement of employment.
 - b. Having furnished correct information regarding your past service and other academic degrees and other records.

We look forward to having you with us and providing you an opportunity to contribute towards the growth of the Company.

Faithfully Yours,
For **e-Emphasys Systems Pvt. Ltd.**



Maneesh Mehra
Director – People Experience



Juhi Chaudhary
MUMBAI

17TH June 2021

Subject: Letter of Offer

Dear Juhi,

We are pleased to offer you the employment with AKIRHS Software Solutions Pvt. Ltd (Offshore Development Centre of Harprotech Inc) as an **Associate- Quality Engineer** at our India Office.

Your total compensation as Cost to Company would be **R.s. Three Lakhs (R.s. 300,000) only**

per annum. Your date of joining, compensation & benefits details will be as indicated Annexure 1.

This offer is subject to your providing us with full and correct information in the documents to be provided upon joining as detailed below (As applicable) –

1. Duly filled Employment Application form
2. Copy of PAN Card
3. Copy of Address proof
4. Copy of School Leaving Certificate / Birth Certificate
5. Copies of your educational certificates till date along with mark sheets
6. Copy of your passport
7. Relieving letter or duly accepted resignation letter from your previous employer(s)
8. Last 3 months' pay slip duly attested by your current employer
9. You will be required to sign a protective agreement upon joining

The terms of your employment are subject to the following pre-conditions (If applicable) –

1. You must obtain a clear discharge from your current employer
2. The offer of employment will be termed null and void if there is any misrepresentation of facts noted on the employment verification form
3. Please note that in case of Voluntary or Involuntary separation for any reason at any time before completion of one year from your start date, full amount of any relocation assistance, notice buyout or joining bonus (if any), will be recovered as a part of your Full & Final Settlement.



The Letter of Offer is strictly confidential between you and the Company. Any discussion of your compensation with any third party is a ground for revoking the Letter of Offer.

You will be on probation for 6 months from the date of joining. During probation, the notice period will be 15 days and on confirmation, it will be 30 days.

You acknowledge that the company has expended ample time, effort, and resources into finalizing your position with the company through this recruitment process.

This includes the involvement of personnel of various levels of management, undertaking background checks, review of your documentation and physical interviews to secure your position with our company, at the cost of other candidates who were also equally eligible for the offered position.

Therefore, in case to refuse to join after accepting and signing this offer letter, you shall be liable to forthwith on demand and without demur pay to the company a sum not exceeding in total the said sum **R.s. 30,000/-** (Twenty-Five thousand Rupees Only) as compensation for costs or expenses for our time and resources, in extending our offer of employment to you, by reason of such default by your part. In addition, in the event, where the company might have paid for your miscellaneous expenses in due course of your joining procedures, will be recovered in full form from you as per the Company's Policy if you terminate the employment before a period of **181 days** from the date of your employment.

Please return the acceptance copy (attached) duly signed as an acknowledgement of your acceptance of this offer of employment within next two working days.

Do mention your date of joining, which should be no later than **21st June 2021**

The Terms & Conditions of your employment will be governed by the detailed Appointment Letter given to you on the day of joining.

We take this opportunity to welcome you into the organization and look forward to a long and fruitful association with you.

Yours Sincerely,



Mr. Srinivas Pati
Director

Accepted by:

Name & Signature

Juhi Chaudhary



Annexure 1

EmployeeDetails					
Employee No	AK1309042			Monthly Salary	25,000
Name	Juhi Chaudhari			Date Of Joining	21 st June 2021
Designation	Associate Quality Engineer				
Bank Name	HDFC BANK				
Earnings	INR (Month)	INR (Annual)	Deductions	INR (Month)	(Per Annum)
Basic	12000	144000	Profession Tax	200	2,500
HRA	6000	72000	TDS	-	-
Special Allowance	2000	24000	Mediclaime*		
Internet Allowance	1000	12000			
Shift Allowance	4000	48000			
Gross Earnings	25000	300000	Gross Deductions	200	
Annual CTC			Annual Deduction		2500

*Mediclaime: To be determined upon joining



APPOINTMENT LETTER

**Mr Shivam Chaurasia,
Mumbai**

17th Feb 2022

Dear Shivam,

Pursuant to your acceptance of our employment offer, on behalf of everyone at Voloforce LLC., we are pleased to appoint you as **“Intern - QA”** with Voloforce LLC. (the Company), adherent to the following terms and conditions:

Position, Title, Duties:

You will be a full-time employee of Voloforce LLC. (the “Company”). Your initial job title will be **QA Engineer**, and you will report to **Mahesh Kondwilkar (President Software Development)** or any other officer deputed by him/her. You will be working remotely, from your residence in Mumbai/Pune/Nanded.

You will be responsible for performing the broad duties and responsibilities applicable to the **QA Engineer** position. The company reserves the right to assign to you such other duties and responsibilities as may be considered advisable in the company’s interest. The company will expect you to discharge the responsibilities entrusted to you with the highest standards of initiative, efficiency and economy.

Compensation:

You shall be entitled to a stipend of **INR 15,000 (Fifteen Thousand Only)** Per Month which is subject to tax deduction as per statutory laws. The Company currently pays in monthly installments. The compensation for the first month will be pro-rated as per the joining date.

Working Hours, Holidays and Paid Time Off

Voloforce LLC. operates based on a 5-day workweek. Your working hours will be 40 per week Monday through Friday, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays and leave shall be as per the Company policy as amended from time to time.

The policy for personal leaves and list of public holidays shall be conveyed by HR as and when it gets updated.

Confidentiality, Company provided Materials:

In consideration of your employment by Voloforce LLC. (the “Company”), and in recognition of the fact that as an employee of the Company you have access to proprietary and confidential information, you acknowledge, agree, represent and warrant to the Company as follows:

A. As long as you are employed by the Company, you shall devote your full time and efforts to the Company and shall not participate, directly or indirectly, in any capacity, in any business or activity that is in competition with the Company or takes your time away from working exclusively for the Company.



B. Return of Company Materials. Immediately following your resignation or termination of your employment with the Company, you agree to turn over to the Company all Confidential Information in your possession or control relating to your work done for the Company or relating to the processes and materials of the Company. You also agree to turnover all materials provided by customers of the Company and all teaching materials provided by the Company. Such materials include, but are not limited to, customer and/or vendor lists, customer and/or prospect materials, price lists, rate structures, software owned or developed by the Company for any purpose in any form, listings, documentation, proposals or any other Company forms and hardware provided to you by the company.

Upon your resignation, or upon termination of employment, the cost of the cost of unreturned, or, damaged company-provided equipment will be recovered from you if not received by the last day of your employment with the Company.

C. Client Confidentiality. You recognize that it is essential to the Company's success that all customer information be deemed to be confidential and be properly treated as a trade secret. Therefore, you agree not to use or disclose any partner, distributor, customer or client information provided by them or concerning them except as may be necessary in the normal conduct of Company business for the specific client, and upon the termination of your employment with the Company, you will return all such materials to the Company.

D. Confidentiality of Company Materials. You agree during your employment with the Company and thereafter not to use for your own benefit, or divulge or disclose to any person outside of the Company, any Confidential Information. Confidential Information also includes, without limitation, any technical data, pattern, formula, computer program, source code, object code, algorithm, subroutine, manual, product specification or plan for a new, revised or existing product; and any business, marketing, financial or sales plan or order for present or future business or products of the Company.

As a condition of employment, you agree to sign the Company's standard Employee Non- Disclosure Agreement on or before your start-date. You warrant that there are no agreements with prior employers or others that would prevent you from performing your job at Voloforce LLC. and, as a condition of employment, you agree to be responsible for any liability under such agreements.

Just as we expect you to protect our confidential information, we insist that you uphold your prior obligations of confidentiality. During your employment you agree not to improperly use or disclose any confidential information or trade secrets or copyrighted information of any former employer (or others to whom you have an obligation of confidentiality). You agree not to bring any unpublished documents or any property belonging others onto Voloforce LLC. premises without their written permission. In the performance of your duties you agree to use only information that is (a) generally known and used by persons with training and experience comparable to your own, (b) common knowledge in the industry or legally in the public domain, or (c) provided or developed by the Company.

Voloforce LLC. does not condone copyright infringement in any form, and violation of the same is ground for immediate termination from the Company and also for prosecution and recovery of damages that the Company may incur in the event of copyright infringement by you.

E. Developments Deemed Property of the Company. All Confidential Information and all other software, computer programs, algorithms, discoveries, inventions, processes, methods and



improvements, conceived, developed, or otherwise made by you at any time, alone or with others and in any way relating to the Company's present or future business or products, whether or not patentable or subject to copyright protection and whether or not reduced to tangible form or reduced to practice during the period of your employment with the Company ("Developments"), shall be the sole property of the Company. You shall disclose all Developments promptly, fully and in writing to the Company after development of the same, and at any time upon request. You agree to, and hereby do assign to the Company all your right, title and interest throughout the world in and to all Developments. You agree that all Developments shall constitute works made for hire under the copyright laws of the United States and hereby assign to the Company all copyrights, patents and other proprietary rights you may have in any Development; and you shall assist the Company (without charge, but at no cost to you) in obtaining and maintaining for itself such rights.

F. Personal Representations. You acknowledge, represent and warrant that in the event your employment with the Company terminates for any reason, you will be able to earn a livelihood without violating the foregoing covenants, and that you are not presently party to any agreement containing a non-competition provision or other restriction which would impact your ability to fully and legally perform your duties for the Company.

Background Checks

The Company reserves the right to conduct background checks before or at any time during your employment. Your appointment is governed by successful background checks at anytime during your employment with us. If it is found that any wrong / misleading information has been furnished, the company may terminate your services for cause with immediate effect.

Expenses:

All reasonable expenses incurred by you, that are related to services provided to Voloforce LLC. pursuant to this Agreement shall be reimbursed by Voloforce LLC. You are expected to promptly provide expense reports for all expenses after incurrence, and Voloforce LLC. shall pay each such invoice within thirty (30) days of its receipt thereof. All expenses shall be billed at cost and subject to audit and appropriate documentation. Any expense to be incurred by you which exceeds INR 1000 shall require Voloforce LLC. prior written approval before reimbursement by Voloforce LLC.

Probation/Confirmation:

From the date of joining until 3rd June 2022, your employment will be on an active "internship period".

During the probationary period your services may be terminated, by giving you 30 days notice or one month pay in lieu thereof.

During this period, if you decide to Leave the organization, you must serve a 30 days Notice Period.

During the probation period, you will be eligible to accrue and utilize any accrued leave balances per the Company's Leave Policy and your manager's approval.

The probation period may be extended to such further period or periods as may be considered necessary by the Company.



At Will Employment and Other Conditions

All employees of Voloforce LLC. are “at-will,” meaning that either you or the Company may terminate your employment at any time, for any reason. You understand that only the Chief Executive Officer of the Company, in writing, may modify the at-will nature of your employment.

After the end of the probation period, services may be terminated by giving 30 days notice by either party.

The Company reserves the right to extend the notice period in the future as required.

Should your employment be terminated for causes including but not limited to Annexure A, the Company reserves the right to terminate services with immediate effect, without notice period or payment in lieu thereof.

While your title, your compensation, and other aspects of your employment with Voloforce LLC. may change over time, this letter sets forth the entire understanding about the initial terms of your employment with the Company. This letter supersedes any prior discussions, oral or written, relating to your employment and the other matters discussed in this letter. You are also expected to adhere to all Company policies and processes that may or may not have been included in this offer letter.

Please Note that your compensation is confidential between you and the Company. Sharing or requesting compensation information with/from colleagues is considered grounds for immediate termination at Voloforce LLC.

Start Date

Your official start date will be on **3rd January 2022.**

Annexure A:

1. Physical / mental / sexual abuse of any Voloforce LLC. employee or associate
2. Providing professional services to a direct competitor while employed at Voloforce LLC. and without Voloforce LLC.'s prior written consent
3. Failure to perform pursuant to the terms of this document
4. Breach of any terms or obligations mentioned in this document
5. Theft or destruction of company property
6. Sharing or requesting compensation information from colleagues
7. Use of copyrighted or confidential material without express authorization from the owner(s) of the same



By accepting the appointment of **Intern -QA** you hereby agree to abide by all policies and procedures of the company in force at present and in the future as changes occur.
We welcome you to Voloforce LLC. and look forward to a long-term association.

I have read and understood the terms and conditions mentioned in this letter of appointment and I hereby confirm unconditional acceptance of the same.

Employee Name: Shivam Chaurasiya

Employee Signature: 

Date Signed: 01 Mar 2022

Verified and Received by:

Paul Zsebedics
Managing Director,
Voloforce LLC





To
Rahul Dalvi
Ec- 34, B/102, Sai Darbar,
Sai Seva C.H.S, Evershine City,
Vasai East,
Thane-401208

Date: **23/09/2022**

Subject: Offer Letter

Dear **Mr.Rahul,**

With reference to your application and subsequent interviews held with you, we are pleased to offer you the post of "**Software Implementation Engineer**" W.E.F ,**26th September 2022 (Monday)** at our **Corporate Office (Mumbai)**.

Your **Monthly CTC** will be **13,000 /- (Thirteen Thousand Only)** subject to various deductions as per the companies & government policies.

The offer of appointment is based on the information furnished by you regarding your qualification, experience & upon the necessary documents.

If the information is found to be false and/if any adverse information comes to the knowledge of the management, then this offer is deemed to have been withdrawn & you shall have no claim of any nature whatsoever on the company in this regard.

As a process of joining the organization will conduct your background verification from the information shared by you.

This offer letter will be auto cancelled in case of non-acceptance of the offer within 24 hours post receiving this letter.

We thank you for your interest in seeking a career with us & hope you will have a successful career with us.

Best Regards

For Spine Technologies (I) Pvt Ltd

Human Resources



10th February 2022

Henil Kundan Dandekar

Offer No: 2022-02004

Sub: Job Offer for the Post of “**Associate Software Developer**”

Dear **Henil**,

On behalf of **ICRUXSYSTEM**, I am pleased to confirm our offer of employment to you as **Associate Software Developer** based in **Mumbai/ Navi Mumbai**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favourable impression with everyone you met and we are excited with the prospect of you joining our Company on **February 16th 2022** or a date as mutually agreed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Company.

Your annual CTC of Rs. **3,00,000/-**, payable monthly, and will be subject to statutory and other deductions as per Company policies and practices. The details of your compensation breakdown are provided in the attached **Annexure A**.

You may also receive additional benefits as are generally accorded to the employees of the Company, subject to the applicable policies and practices of the Company.
Your employment with us will be governed by our Terms and Conditions as detailed in **Annexure B**.
We would like you to join the Company on **February 16th 2022**. At the time of joining, it is mandatory for you to submit the documents mentioned below.



This offer letter, together with the **Annexures** described herein, and the **SERVICE COMMITMENT BOND** (which you are required to sign), constitutes the entire agreement between the parties with respect to the subject matter of this offer and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer.

We look forward to you joining our team and be the valuable member of the ICRUXSYSTEM Team.

Sincerely,

For ICRUXSYSTEM Pvt. Ltd.



Authorized Signatory
Shreya Agnihotri
HR- Executive



Acceptance

I hereby accept the position and terms and conditions of employment offered. The following documents have been attached for your records or shall be provided to the Company on _____.

- Passport Copy
- Copy of Educational Certificates
- Service / Relieving letter from existing employer
- Last drawn Payslip
- PAN Number
- Form 16 from existing employer
- Your three colour passport photographs

I will join the Company on _____.

Agreed & Accepted

Signature with Date _____

Name: **Henil Kundan Dandekar**



Appointment Letter for Internship

Date : March 24, 2022

Dear Rohit Desai,

We would like to congratulate you on being selected as a Software Tester position with App Octet Technologies Pvt Ltd effective **March 25, 2022**. All of us at AppOctet Technologies are excited that you will be joining our team.

Please find the following confirmation of the specifics of your internship.

Position Title : Software Tester
Start Date : Friday March 24, 2022
Duration : 6 Months.
Stipend : 5000 INR per month.

During the internship you would be assigned tasks and projects that improves your understandings of the concepts you learned in your college also based on your personal & professional skill set, and therefore, you would be expected to put your best efforts in executing the assignments given to you.

The terms and conditions governing your employment are as follows :

1.0 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/organisation “Confidential Information” about App Octet Technologies Pvt Ltd which may be your personal privilege to be aware of , 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.



Para : “Confidential Information” shall include but shall not be limited to , information which is not generally and operations, trade secrets, customer identity and lists, sales and management, supplier lists, employee effectiveness and compensation, market strategies and plans, profit and loss information ,product cost, gross margins, credit and other sales terms and conditions, computer programs, source code, formats and algorithms, other technical information and know-how , systems and procedures, trade secrets, databases, systems, and generally the Company’s goodwill with its customers, Confidential Information shall also include information contained in projects executed by Company (such as App Octet’s work, Company’s client information, questions, response, analyses, costs, pricing, methods and reports) marketing surveys, manuals, memoranda, price lists, employee programs, records, training methods, personnel information , and 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.

2.0 Intellectual Property

The rights to any inventions, improvements, discoveries, concepts, ideas, systems, methods, computer programs, proprietary models, databases, computer softwares and works of authorship related to the Company’s operations and arising out of any work done in the course of your employment would automatically vest with the company, In this connection, where required, the company may obtain patent rights in its name (or jointly with others) based on your invention, discovery and other creative effort. 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.

3.0 Job Assignment

Job assignment or task should be achieved on deadline given by the management, if you are unable to achieve the deadline the company shall hold or completely waive off the salary. In case of project/customer loss due to ignorance and negligence by employees. Company reserves its right to hold the salary.



4.0 Termination and Regular Compliance

On being confirmed as a permanent employee, your appointment is terminable by either side giving 2 months notice in writing or payment in lieu thereof, 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.

5.0 Non Solicitation

For the duration of your employment at the company and for a period of 06 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 the purpose of offering or selling business process outsourcing, information technology enabled services, computer software development. Advertisement agency service such as Research, Branding strategy, Creative strategy, Creative rendition, Media planning, Media buying, Launch 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 discontinue supplies, contracting or providing services to the company.

6.0 Guiding Principles

6.1. Working hours : The standard work week for employees is 5 Days i.e. Monday to Friday (eight and half hours per day including 30 minutes break for lunch. The exact work timings will however be based on and may vary as per business needs. You are expected to report to work promptly at the scheduled time each work day.

6.2 You will not take any direct, indirect business or work, honorary or remunerator except with the prior written permission of the management in each case.



6.3 You will keep us informed of any change in your residential address, civil or marital status and other such matters.

6.4 Taxes and Deductions such as Income Tax, Professional Tax, and or any other statutory payments would be to your account.

6.5 You will be responsible for safekeeping 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 change for the business purpose of the Company. You will always abide by the instructions given to you for their handling of legal, commercial and insurance related matters pertaining to the said property.

7.0 Misconduct or breach of provisions :

Any misconduct or breach of any of the terms and conditions mentioned above by you shall make you liable to immediate removal from the services of the company 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. You will abide by the rules and regulations of the company which are enforced from time to time and 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.

8.0 Submission of Documents :

As a part your joining formality, you are required to submit the following documents on your date of joining : a) Photocopies of SSC,HSC, graduation and post graduation mark sheets and degree certificate b) Photocopy of relieving letter/accepted copy of resignation letter/experience certificate from your previous employer. c) Photocopy of previous month's salary slip d) Business continuity agreement signed (if applicable) e) Four passport size photographs.



9.0 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 offer enumerated in this letter of appointment, are acceptable to you , please confirm your acceptance by signing on the duplicate copy of this letter and returning it to the company.

We wish you a long and successful career at App Octet Technologies Pvt Ltd.


Yours Faithfully,



Managing Director, App Octet Technologies Pvt Ltd.

I accept the offer and its terms and conditions. I agree to join on March 25, 2022.

Mr. Rohit Desai

Signature : 

Date : 24/03/2022





Dinesh Devkar <d.devkar386@gmail.com>

Welcome to Swabhav Techlabs, Dinesh!

Aditi Talsania <aditi@swabhavtechlabs.com>
To: d.devkar386@gmail.com

Fri, Dec 10, 2021 at 5:20 PM

Hi Dinesh,

Thank you for exploring career opportunities with Swabhav Techlabs Pvt Ltd.

Congratulations! You have successfully completed our initial selection process and we are pleased to make you an offer for the role of Software Developer (Job level: Trainee)

Please find 2 offers based on your profile and performance in the selection process. Here are the details of the position you have been selected for:

OFFER 1:

Company: Swabhav Techlabs

Position: Software Developer - Trainee

Location: Andheri, Mumbai

Technology: Java | Dotnet | Golang

Package (CTC): 3.5 LPA

Please note the following process that would be followed after the acceptance of the offer:

1. Offer Letter and Bond signing, (2 years bond, amount: Rs 100,000. Cheque of INR 1 lakh to be provided)
2. Submission of personal documents in the next 7days after acceptance.

3. Training on the following:

Tech Stack: Java, OOAD, Design Patterns Hibernate, Struts, Spring, C#,DesignPatterns,Javascript,JQuery,Angularjs, Angular, Asp.net MVC, Entity Framework, ADO.net, WebAPI, SQLServer, NHibernate

Tools: Git, visualstudio, postman, vscode, fiddler, SqlProfiler

Project after training: Customer Banking Management System.

4. A probationary period of 3 months after you begin to start working at the company's location to monitor your performance. (During the probationary period, the stipend of INR 16000 (in hand) will be provided)

OFFER 2:

Company: Monocept

Position: Software Developer - Trainee

Location: Lower Parel, Mumbai

Technology: Java

Package (CTC): 4.31 LPA

If you wish to go ahead with this opportunity:

Register and apply for the hackathon here: <https://assessment.hackerearth.com/challenges/hiring/monocept-trainee-software-engineer-hiring-challenge/>

(Hackathon Deadline: 12th Dec)

Please note the following process that would be followed after the acceptance of the offer:

1. Offer Letter and Bond signing (2 years bond, amount: Rs 100,000)
2. Submission of personal documents in the next 7days after acceptance.

3. Training on the following:

Tech Stack: Java, OOAD, Design Patterns Hibernate, Springboot, DesignPatterns, Javascript, JQuery, Angularjs,

Angular, WebAPI, SQL Server, Hibernate
Tools: Git, Visual Studio, Postman, VS Code, Fiddler, SQL Profiler
Project after training: Customer Banking Management System.

Kindly confirm your acceptance of this offer by replying to this email by tomorrow night. If not accepted in 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Do let me know if you wish to know anything more.
My contact details: 91 9930527293
We look forward to welcoming you as part of our Techlabs Family :)

Regards,
Aditi T, Business Associate
Swabhav Techlabs | www.swabhavtechlabs.com
M: +91 9930527293



V2STech Solutions Pvt. Ltd.

Technology Consulting and Integration Specialist

20th December 2021

To,

Uday Futak
B9, PawaskarChawl,
Nirman Nagar, Moregaon,
Nala Sopara (E) - 401209

Subject: Offer Letter

Dear Uday Futak,

It is our pleasure to extend the following offer of employment to you on behalf of **V2STech Solutions Pvt. Ltd. ("Company")** further to the interview and discussions you had with us on 25th November 2021 ("**Offer Letter**"). The offer of employment under this Offer Letter is subject to the terms and conditions stated below:

1. **Joining Date:** You are expected to join on 17th January 2022 or earlier, except if otherwise extended by mutual agreement between you and the Company.
2. **Remuneration:** You shall be appointed at the position of Junior Java Developer and in this capacity, you will report to authorized person as directed by the HR department. As a Java Developer - Fresher, your CTC (Cost to Company) will be as per **Annexure A, B and C**.
3. **Probation:** You will be on probation for a period of 12 months from your joining date, which may be extended, if it is found that the services provided by you are not satisfactory.
4. **Onboarding Documents:** As part of our onboarding process, you will need to submit the documents as mentioned in **Annexure D** on the date of joining.
5. **Working Hours and Leave:** Your working hours will start from 9:00 AM to 6:30 PM with one hour break a day and you are scheduled to work through Monday to Friday. You may be required to work in excess of the or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.
6. **Training and Performance Reviews:** The offer for employment under this Offer Letter is conditional upon you completing your Training successfully as per the terms and conditions of the Training Agreement as well as your satisfactory performance throughout your term with the Company. After successful completion of the Training and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Company. Regular performance reviews will be done to assess your suitability for the selected position.

501, 9 Mansi, Ram maruti road, Cross lane 1, Thane (W) Pin – 400 602,

Email: info@v2stech.com

Website: <https://v2stech.com/>

CIN: U74999MH2013PTC250490



V2STech Solutions Pvt. Ltd.

Technology Consulting and Integration Specialist

7. **Confidentiality:** The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this Offer Letter as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.
8. **Background Verification:** As part of our process, we will conduct a reference check and antecedent verification of your medical records, and all the data or information produced by you before and during the interview process as well as after your appointment. If it is found at any time that any information furnished by you to the Company is incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.
9. All other detailed terms and conditions of your employment will be specified in the Appointment Letter, Non-Disclosure Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter, Non-Disclosure Agreement and Company Policies collectively form a part of your employment conditions.
10. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
11. **Revocation:** The Company may revoke this offer of employment any-time before execution of the Appointment Letter. Similarly, after accepting this offer, if you do not intend to join the Company, you shall have a right to inform your intentions any-time before your joining date.

The Company will have to assume that you have not accepted this job offer if we do not receive the a signed acceptance of this offer within 3 (three) days from the date of this Offer Letter and the offer herein will be considered as withdrawn

We look forward to an enduring relationship with yourself.

Yours sincerely,
For V2STech Solutions Pvt. Ltd.



Rashmi Bawankar
HR Manager

501, 9 Mansi, Ram maruti road, Cross lane 1, Thane (W) Pin – 400 602,

Email: info@v2stech.com

Website: <https://v2stech.com/>

CIN: U74999MH2013PTC250490



V2STech Solutions Pvt. Ltd.

Technology Consulting and Integration Specialist

Encl. Annexure A - Salary Break-up during the Training Period

Encl. Annexure B - Salary Break-up During Probation Period

Encl. Annexure C - Salary Break-up the After Successful Probation Period

Encl. Annexure D - List of Joining Documents

ACCEPTANCE

I, Uday Futak have read and understood the terms of this Offer Letter and I agree to abide by the terms and conditions as stated hereinabove and accept the offer for employment for my appointment at the position of Junior Java Developer with V2STech Solutions Pvt. Ltd.

Name: Uday Dinesh Futak

Signature: 

Place: Thane

Date: 20/12/2026

501, 9 Mansi, Ram maruti road, Cross lane 1, Thane (W) Pin - 400 602,

Email: info@v2stech.com

Website: <https://v2stech.com/>

CIN: U74999MH2013PTC250490



V2STech Solutions Pvt. Ltd.

Technology Consulting and Integration Specialist

ANNEXURE- A

Salary Break-up During the Training Period

1) COMPONENTS	Monthly Amount	Annual Amount
BASIC + D.A	7,902	94,824
HOUSE RENT ALLOWANCES	2,634	31,608
CONVEYANCE ALLOWANCES	1,317	15,804
MEDICAL ALLOWANCES	1,317	15,804
LTA		
GROSS SALARY	13,170	158,040
2) STATUTORY DEDUCTIONS		
PF	948	11,376
PT	200	2,400
ESIC	90	1,080
GROSS DEDUCTIONS	1,238	14,856
NET TAKE HOME	11,932	143,184
3) RETIRAL BENEFITS/ EMPLOYER'S CONT.		
PF	1,027	12,324
Gratuity	380	4,560
ESIC	385	4,620
GROSS BENEFITS/ EMP CONT.	1,792	21,504
4) FIXED COST TO COMPANY (CTC)	15,005	1,80,061

ANNEXURE- B

Salary Break-up During Probation Period

1) COMPONENTS	Monthly Amount	Annual Amount
BASIC + D.A	19,243	230,916
HOUSE RENT ALLOWANCES	6,414	76,970
CONVEYANCE ALLOWANCES	3,207	38,485
MEDICAL ALLOWANCES	3,207	38,485
GROSS SALARY	32,071	384,852
2) STATUTORY DEDUCTIONS		
PF	1,800	21,600
PT	200	2,400
Medical Insurance		0
GROSS DEDUCTIONS	2,000	24,000
NET TAKE HOME	30,071	360,852
3) RETIRAL BENEFITS/ EMPLOYER'S CONT.		
PF	2,004	24,048
Gratuity	926	11,107
GROSS BENEFITS/ EMP CONT.	2,930	35,155
4) FIXED COST TO COMPANY (CTC)	35,001	420,007

501, 9 Mansi, Ram maruti road, Cross lane 1, Thane (W) Pin – 400 602,

Email: info@v2stech.com

Website: <https://v2stech.com/>

CIN: U74999MH2013PTC250490



V2STech Solutions Pvt. Ltd.

Technology Consulting and Integration Specialist

ANNEXURE- C

CTC After Completion of Probation Period

1) COMPONENTS	Monthly Amount	Annual Amount
BASIC + D.A	27,990	335,880
HOUSE RENT ALLOWANCES	9,330	111,960
CONVEYANCE ALLOWANCES	4,665	55,980
MEDICAL ALLOWANCES	4,665	55,980
GROSS SALARY	46,650	559,800
2) STATUTORY DEDUCTIONS		
PF	1,800	21,600
PT	200	2,400
Medical Insurance		0
GROSS DEDUCTIONS	2,000	24,000
NET TAKE HOME	44,650	535,800
3) RETIRAL BENEFITS/ EMPLOYER'S CONT.		
PF	2,004	24,048
Gratuity	1,346	16,156
GROSS BENEFITS/ EMP CONT.	3,350	40,204
4) FIXED COST TO COMPANY (CTC)	50,000	600,004

* for HRA/medical allowances you will have to provide proof of payments for applicable tax exemptions

Annual Entitlement	
Leave	22 Leave per year - As per company policy (no leaves allowed in probation period)
Other Details	
Probation	12 months
Work Location	Thane or as decided by the Management
Notice terms	90 days written notice period
Office Timing	9:00 AM- 6:30 PM
Working Days	Monday-Friday
Tentative Commencement date	17th January 2022

501, 9 Mansi, Ram maruti road, Cross lane 1, Thane (W) Pin – 400 602,

Email: info@v2stech.com

Website: <https://v2stech.com/>

CIN: U74999MH2013PTC250490



V2STech Solutions Pvt. Ltd.

Technology Consulting and Integration Specialist

ANNEXURE D

List of Joining Documents

- 1) Relieving Letter of all your previous jobs
- 2) Salary Slip of last six months with correspondence Bank Statement receipts
- 3) PAN Card (Self Signed)
- 4) 4 Passport Size Photos
- 5) Electricity Bill/MTNL Telephone Bill/Water Bill/Light Bill
- 6) Aadhaar Card, if so
- 7) Education Qualification Documents
- 8) **If staying at Mumbai on Rent Basis**
 - a. Name of the Owner
 - b. Premises detail
 - c. Landline and Mobile Number of Owner
 - d. Agreement Copy
- If staying at Mumbai on Ownership Basis**
 - a. Premises Detail
 - b. Landline and Mobile Number of Owner of the Premises
 - c. Electricity Bill
- 9) Details of Permanent Address, if Mumbai Residence is on Rental Basis

501, 9 Mansi, Ram maruti road, Cross lane 1, Thane (W) Pin – 400 602,

Email: info@v2stech.com

Website: <https://v2stech.com/>

CIN: U74999MH2013PTC250490





Prof. Nitesh Kumar TPO VIVA Institute Of Technology <tpomca@viva-technology.org>

Fwd: Offer Cost Sheet - Cirrius Technologies Pvt. Ltd.

Swapnil Gadekar <swap.gadekar5@gmail.com>
To: tpomca@viva-technology.org

Mon, Apr 24, 2023 at 12:12 PM

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

From: **Nitin Kamble** <nitin.kamble@cirrius.com>
Date: Thu, 13 Jan 2022 at 9:41 AM
Subject: Offer Cost Sheet - Cirrius Technologies Pvt. Ltd.
To: swap.gadekar5@gmail.com <swap.gadekar5@gmail.com>
Cc: Sapna Rajbhar <sapna.rajbhar@cirrius.com>

Dear Swapnil,

Further to our discussion, we are pleased to offer you the position of **"Product Executive"**.

Please find below the offer cost sheet. You are requested to revert with your acceptance of this offer & the date of joining no later than close of business hours on **14th January, 2022** failing which this offer stands null and void.

We look forward to welcome you at Cirrius for a long and rewarding association. Your date of joining would be **24th January' 2022**.

Offer Note:

This Offer is valid provided we get a favorable background investigation and reference check clearance.

Detailed Salary Break Up		
Salary Components	Amount (Rs.)	
	Monthly	Annually
Basic	12,375	1,48,504
House Rent Allowance	6,188	74,252
Standard Allowance	4,167	50,000
LTA	1,031	12,375
Professional Development	2,871	34,452
Special Allowance	4,306	51,677
Gross Salary (A)	30,938	3,71,261
Provident Fund Employer contribution	1,800	21,600
Gratuity*	595	7,140

Benefits (B)	2,395	28,740
Cost to the Company (CTC) [A+B]	33,333	4,00,000

* Benefit: Group Medical Insurance worth Rs. 300,000 (Self+ Spouse+ 2 Kids floating)

* TDS will be deducted as per income earned and as per savings plan declared by you for the financial year along with proof of payments/receipts wherever applicable.

* Gratuity will be calculated on behalf of 15 days basic salary and will be payable as per Gratuity Act.

* Reimbursements are subject to submission of bills.

* LTA will be non-taxable based on receipts/proof submitted.

Background Verification Form (Attached) & Candidate Information Form (Attached): Kindly fill the same and send across latest by 14th January' 2022.

Kindly share the softcopy of all the below mentioned documents to sapna.rajbhar@cirrius.com :

- 1) Appointment letter & Relieving letter of all past organizations.
- 2) Last three months' Salary Slips.
- 3) All your mark sheets and professional certificates if any.
(SSC. /HSC./Graduation (All Sem)/Post Graduation (All Sem))
- 4) Passport size photographs- jpeg file (White Background).
- 5) Birth, Photo & Address identity proof.
- 6) Pan Card and Aadhar Card.
- 7) One cancelled cheque.

If you have bank account in ICICI, kindly provide the account details.

Regards,



Nitin Kamble

Sr. Manager – HR & Admin

Cirrius Technologies Pvt. Ltd.

Cirrius Centre | A-19 | MIDC Area | Cross Road B |

Andheri (E) | Mumbai 400 093

Telephone: +91 22 4095 6060 Cell: +91 9819566754

Email : nitin.kamble@cirrius.com | www.cirrius.com



Cirrius Technologies Pvt Ltd



Board Line: +91 22 4095 6060 +91 22 6272 6060

Find us: [Website](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [YouTube](#)

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3 attachments



image001.png
3K



Background Verification Form.doc
71K



Candidate Information Form.docx
30K



Ref No: VER-22-23/HR/034

16 August 2022

Komal Phoolchandra Gautam

Shri Sai Darshan Chawl

Garel Compound, Santosh Bhuvan

Vasai Thane

Maharashtra - 401209

Dear Komal,

We are pleased to extend an offer to join Vervali as **Junior Software Tester**. This letter will officially confirm the terms of your employment.

Your Gross Total Compensation is Rs **1,80,000/-** per annum.

This offer is contingent on your commencing employment with the Company on **16th August 2022**. By accepting this offer you expressly agree that you will be joining on such date, unless otherwise agreed to in writing by the Company.

Your employment with Vervali will be governed by the attached Annexure 2- Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer.

To indicate your acceptance of this offer and employment with the Company, please submit a copy of this letter and the Terms of Employment with your Original Signature on each page.

Komal, we look forward to hearing from you regarding your decision to join our team. I believe you have a successful career ahead of you and look forward to your joining us.

Yours Sincerely

ACKNOWLEDGED AND AGREED:



Geeta Rao
Head - Operations
Vervali Systems

Signature KomalName: **Komal Phoolchandra Gautam**Date: 25/08/2022

Offer of Employment

To

Pooja Gupta,

Mumbai,

Date: 19th November 2021

Dear Pooja Gupta,

We are extremely pleased to offer you a position of “**Solution Analyst**” with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 22nd November 2021.

Type of work

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client’s business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on Internship for six months during which your salary will be Rs.180,000/ year. Post 6 months’ probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

Offer of Employment



- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **19th, November 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:
 1. Proof of Academic Qualification (Class 10th Equivalent and above):
 - 10th & 12th mark lists
 - Under graduate / degree mark list and degree certificates
 - Post-Graduation mark list and degree certificates (if any)
 - Other qualifications - mark lists and certificates (if any)
 2. Proof of identity i.e. PAN card, driving license, Electoral card
 3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

Best Regards,



Sandeep Patil

Director,

Sankey Business Solutions

Email - sandeep@sankeysolutions.com

Ph: +91 9765159999

Offer of Employment



APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

Offer of Employment



Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Offer of Employment



Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month.

The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the

Offer of Employment



above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business, or clients you have worked during the course of your

Offer of Employment



employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or

Offer of Employment



increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of,

Offer of Employment



or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.



Sandeep Patil

Director,

Sankey Business Solutions

Agreed to and accepted:

Candidate Name

Signature

Date & Place

Offer of Employment



SERVICE AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and _____ (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. _____ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: _____ 2) Name: _____

Address: _____ Address: _____

Contact No: _____ Contact No: _____

Candidate Name & Signature

Date & Place

Offer of Employment



Annexure I		
Parameters	Objectives	Target
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing & planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	100%

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%

Offer of Employment



20th January 2022

To,

Ms. Sheetal Gupta

D/303, Kanti Dreams,
Yashwant Viva Township, Near D-Mart,
Vasai-Nallasopara Link Road,
Nallasopara(E).

LETTER OF APPOINTMENT

Dear Sheetal,

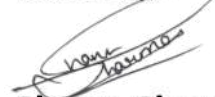
We are pleased to appoint you as a “**Flutter Developer Intern**” in our organization with effect from **1st February 2022** on the following terms and conditions.

1. **Salary:** You will be entitled to get fixed compensation of Rs. 10,000/- per month.
2. **Probationary Period:** Your appointment is subject to a probationary period of 6 months. Performance will be assessed on various parameters and confirmation will be based on performance.
3. **NDA:** You will not disclose in any manner to any outsider, corporate body or to any employee of the Company not specifically entitled to such confidential information which may be provided to you by the Company or the clients or which may come to your knowledge during the course of your service with the Company.
4. **Responsibilities:** In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
5. **Notice Period:** This appointment may be terminated by either side by giving seven days notice, or Fifteen days salary in lieu of notice period.

Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period

Cosmic Web Solution family will have a long and mutually rewarding association.

Yours Truly,



Shanu Sharma

Admin Assistant

Cosmic Web Solution



**Ref: MInSysT/HR
Dec 02, 2021**

Ms. Unnati Jain

Holder of Indian Aadhar Card bearing number 648455806347

Residing at the below address:

404, Omanand building, Bafhire Nagar, Malad West, Mumbai – 400095, MH - INDIA

Dear UNNATI,

Further to your acceptance of our offer, we are pleased to appoint you in our organization with effect from Dec 02, 2021 as an **Associate Consultant**

The following are the terms and conditions:

You would be on a stipend of INR 7,000 per month until 01-Mar-2022, after which based on your performance, you would be hired as a regular employee and below salary would be applicable from 01-Mar-2022

SALARY

You will be eligible for a consolidated salary of **INR 1, 44, 000** per annum **Cost to Company**. All the tax liabilities on the entire compensation, at present or in the future, shall be borne by you.

The details of the salary breakup are as below:

Components	Amount (Rs.) per month	Amount (Rs.) per annum
Basic Salary (BASIC)	5,000	60,000
House Rent Allowance (HRA)	2,500	30,000
Special Allowance (SPA)	3,900	46,800
Employer contribution to PF (EPF)	600	7,200
TOTAL	-	1,44,000

You would be part of the mid-month payment cycle with your Salary Transferred/ Credited to your account on or before the 10th of a month. This cycle would consider all dues until the end of the previous month.

MInSysT reserves the right to change your payment cycle as per its Management decision or a change in its policies.

WORK SCHEDULE & LEAVE ENTITLEMENT

Leave Entitlement

You are eligible for 12 days of Paid leave (1 day for every completed month) and 6 days of Medical Leave (Half day for every completed month) every year. If you work for less than one year, you are eligible for leave on pro-rate basis. Apart from the above leave, you are not entitled to any other leave. All leaves must be availed after prior consent of the supervisor in-charge in writing and the approved leave application should be forwarded to us before proceeding on leave and in case of medical leave, you should produce the medical certificate from the concerned authorities. MInSysT Consulting Private Limited is not obliged to make any monetary payment for any unconsumed leave.



Work Schedule

Your work schedule is Monday to Saturday (9:00 am to 6:00 pm). After promotion or after completion of 2 years with the company, this work schedule would be automatically relaxed to working on Monday to Friday (9:00 am to 6:00 pm). In addition we may have up to a maximum of 10 public holidays off in a year from January to December.

While on Client duties, we follow the work schedule of the client. Leaves on any such working days would be considered as a Leave and deducted from individual Leave Balance or passed as a negative pay in case of Zero Leave Balance.

TIMESHEET

The details of hours you worked for the client should be recorded and sent to us with the approval of client by the last working day of the month in the Time sheet format that will be provided to you.

NOTICE PERIOD

You would be on probation for a period of six months from the date of joining after which based on your performance you would be confirmed as a permanent employee of the company. The Company can terminate your services by giving you two month notice or two month salary in lieu of notice. You are required to give two months' notice if you resign from the company. Accepting payment in lieu of any shortfall in notice period is at the sole discretion of MInSysT Management. This notice period is fixed based on the current project's specific requirement. After mutual discussion and agreement we may increase this notice period to three months when on assignment to clients requiring this condition.

Also, since MInSysT would be providing training to you, if you happen to resign from MInSysT before completion of 15 months, you are liable to pay INR 1 Lakh as training fees to MInSysT Consulting Private Limited. This would be in addition to the amount for any shortfall in Notice period or any other amount arising out of the breach of this agreement.

CONFIDENTIALITY

The terms of this Appointment, including the Salary details shall be kept in strict confidence and the same should not be circulated to any unrelated parties, including the client without prior consent, in writing. Any & all information exchanged, from either side, shall not be disclosed to any other party without prior written consent.

You agree not to discuss the terms and conditions above and approach any MInSysT client for direct employment without prior written approval from MInSysT Consulting Private Limited. If you join the client directly/ indirectly, while in the service of MInSysT or within one year of leaving MInSysT, to whom you are attached by MInSysT, you are liable to pay three months last drawn salary or INR 1 Lakh (whichever is more) as compensation to MInSysT Consulting Private Limited.

OTHER GENERAL TERMS

The company reserves the right to depute/ transfer your services to any other location or group company in consistence with the company's interest.

You will be governed by the statutory regulations/ provisions and the laws & policies of the company applicable to your position, which may be framed from time to time.



INTEGRITY AND COMMITMENT

MInSysT has Zero tolerance policy towards unethical behavior.

The company may terminate your service in case of

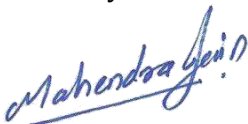
- a. Reasonable suspicion of misconduct, disloyalty, commission/ omission of an act involving moral turpitude, any act of indiscipline or inefficiency.
- b. Any breach or refusal to carry out your duties or responsibilities or refusal to carry out tasks assigned by those in authority.
- c. If you remain absent from work without authorization or reasonable explanation for more than three consecutive days. It would be considered as voluntary abandonment of duties and your name would be struck off from the rolls.
- d. Incompleteness of documents or misinterpretation of facts during the hiring process.

You would need to maintain complete confidentiality on any Client or company material/ activity and not disclose it to any third party

During the time of your employment you will not represent, handle or otherwise undertake any other business activity, it being clearly understood that you will devote your full working time exclusively to this company's work and business. You will not carry on, without prior written permission in writing, any lecturing or any business, either alone or in partnership, or be directly or indirectly employed or be concerned with any business, trade or profession whatsoever as a principal or as an agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.

Please indicate receipt and acknowledgement of this Appointment by signing the copy of the letter for our records. We look forward to your fruitful association with us.

For **MInSysT Consulting Private Ltd.**



Mahendra Jain
Director



I, hereby acknowledge that I have read and understood the letter of Appointment and hereby accept it

SIGNATURE

Date





January 24, 2022

Mr. Rohit Mukund Jha
D/003, Shanti Wing, Keli Pada,
Near Oxford Public School,
Thakur Village, Mumbai,
Kandivali East -400101

Subject: Appointment

Dear Mr. Rohit,

This is with reference to your application and the subsequent interview you had with us. We are pleased to appoint you as **"Jr. Product Executive"** w.e.f. **24/01/2022** on the following terms and conditions.

1. Your cost to company will be **2,20,000/- (Rupees Two Lacs Twenty Thousand Only)** per annum. (Break-up as per the attached Annexure A).
2. The salary structure of the Company may be altered /modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered/modified from time to time. All payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes. Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever.
3. You will be governed by the conduct, discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of your contract of employment.
4. You may be posted or transferred to another division or group company as deemed necessary by the Company, at its discretion. You may even be, whenever required, transferred to or required to travel to any of the Company's or any of the clients' offices at the sole discretion of the Company.
5. You will be on **probation for a period of six months** from your date of joining depending on your performance, which may be extended, if considered necessary by the Company. You will not be regarded as confirmed until we issue a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall be terminated by giving 1 week notice period.
6. Your services may be terminable by giving 2 month notice in writing by either side or completion of assignments, whichever is later. The resignation shall be accepted only on your fulfilling the terms of the undertakings given by you during the course of employment. At the sole discretion of the company, employee may be asked to compensate the salary in lieu of the notice as deemed fit by the company.

Cont 2...

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India
www.cirrius.com CIN: U72900MH2007PTC171018





7. This letter of appointment is issued to you on the understanding that you will produce documents showing proof of age, proof of educational qualifications, proof of previous appointments held, proof of previous salary drawn and a relieving letter from your previous employer on or before your joining the services of our Company. The company reserves the right to carry out reference verifications or background checks prior to your joining the company or during the course of your employment with us, if it is detected that the information furnished by you is false or not correct, the company shall, at its sole discretion be entitled to forthwith terminate and/ or revoke your appointment with the company, without further reference in the matter.
8. You will not enter into a commitment or dealing on behalf of the Company for which you have no express authority or discretion vested in you without previous sanction of the Company.
9. You will be required to keep all company information considered to be 'Confidential' undisclosed under any circumstances. Confidential Information shall mean any information disclosed by the company to its employees as well as information disclosed to the employees on behalf of the company by third parties (viz. clients), directly or indirectly, orally or in writing.
10. If at any time, in the opinion of the Company, which shall be final, you are insolvent or are found guilty of being dishonest, disobedient, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in this Company, or of any other conduct considered by us detrimental to our interests, or of violation of one or more terms of this letter, your services may be terminated without notice.

If you are agreeable to the terms, please sign and return the duplicate copy of this letter.

Thanking you and looking forward to having you with us.

For **Cirrius Technologies Pvt. Ltd.**

A handwritten signature in black ink, appearing to read "Kapil Kuwelker", written over a horizontal line.

Kapil Kuwelker
Founder & CEO

Employee Declaration:

This is to certify that I have gone through and understood all the terms and conditions mentioned in the Appointment Letter and Annexure(s) and I hereby accept and agree to abide by them.

Signature :
Date :

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India
www.cirrius.com CIN: U72900MH2007PTC171018





Annexure - A

Name : Rohit Jha

Designation:

Jr. Product Executive

Department:

Customer Engagement & Product

Detailed Salary Break Up		
Salary Components	Amount (Rs.)	
	Monthly	Annually
Basic	6,389	76,671
House Rent Allowance	3,195	38,336
Standard Allowance	4,167	50,000
LTA	532	6,389
Professional Development	676	8,113
Special Allowance	1,014	12,169
Gross Salary (A)	15,973	1,91,678
Provident Fund Employer contribution	1,534	18,408
Gratuity*	307	3,686
ESIC	519	6,228
Benefits (B)	2,360	28,322
Cost to the Company (CTC) [A+B]	18,333	2,20,000

* TDS will be deducted as per income earned and as per savings plan declared by you for the financial year along with proof of payments/receipts wherever applicable.

* Gratuity will be calculated on behalf of 15 days basic salary and will be payable as per Gratuity Act.

* Reimbursements are subject to submission of bills.

* LTA will be non-taxable based on receipts/proof submitted.

* Contribution towards ESIC is 3.25% by employer & 0.75% by employee as per the ESIC ACT 1948 if the employees gross salary is within the gross salary limit as specified by ESI Act.

For Cirrius Technologies Pvt. Ltd.

Authorized Signatory

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India

www.cirrius.com CIN: U72900MH2007PTC171018





Coditas Solutions LLP. | LLPIN:AAQ-6182

29/11/2021

Reference No: CS/HR/OFFER/JJ/29112021

To,
Ms. Jahanvi Joshi,

Internship + Offer Letter

Dear Jahanvi,

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

We would like to offer you a remuneration of **Rs. 11,000** per month (incl. TDS). You are expected to join on 3rd January 2022 and complete the necessary joining formalities.

Post the internship, Coditas shall offer you a permanent position based on your performance with an updated remuneration of **Rs.6 LPA**.

This offer is a combination of both an Internship and employment with Coditas, and it cannot be separated. After the Internship, the offer of permanent employment will be based on the decision made by the Coditas management.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to your performance during the mentioned period, other records, and verification of documents submitted during your tenure.
3. There will be no separate probation period, and your services will be confirmed after you successfully complete your internship program.
4. You can avail of the floater holidays as per the scheduled holiday calendar .

Bhairav Estate, Viman Nagar, Pune, Maharashtra - 411014.





Coditas Solutions LLP. | LLPIN:AAQ-6182

5. Regular performance reviews will be done to assess your suitability. If the performance is not as per the satisfaction of the management, it can lead to termination of employment.
6. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
7. The validity of this offer is **2 days** from the date of the release of this offer letter.
8. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
9. You are expected to share the below documents (whichever applicable) on or before the date of your joining:
 - a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
 - b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role
 - c. Photocopy of your passport along with a photocopy of Visa stampings (if any)
 - d. One passport size photograph
 - e. Age proof document
 - f. Proof of permanent/local address
 - g. Pan card, Aadhaar card

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

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

Bhairav Estate, Viman Nagar, Pune, Maharashtra - 411014.





Coditas Solutions LLP. | LLPIN:AAQ-6182

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign during the internship period or within one year post confirmation, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company as per the following terms as indemnification of the cost of training and certification to the Company.

1. Resignation during the internship: total remuneration paid till date during the internship.
2. Resignation within 1 year of confirmation: half of the amount of CTC offered at the time of confirmation.

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

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

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

Sincerely,

For Coditas Solutions LLP.

Bhairav Estate, Viman Nagar, Pune, Maharashtra - 411014.





February 08, 2022

Ms. Aditi Dilip Kudu
1089, Vasanti Bhavan,
Tembhode, Tembhode Road,
Near Z.P. School, Palghar West,
Thane - 401404

Subject: Appointment

Dear Ms. Aditi,

This is with reference to your application and the subsequent interview you had with us. We are pleased to appoint you as **"Jr. Product Executive"** w.e.f. **08/02/2022** on the following terms and conditions.

1. Your cost to company will be **2,20,000/- (Rupees Two Lacs Twenty Thousand Only)** per annum. (Break-up as per the attached Annexure A).
2. The salary structure of the Company may be altered /modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered/modified from time to time. All payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes. Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever.
3. You will be governed by the conduct, discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of your contract of employment.
4. You may be posted or transferred to another division or group company as deemed necessary by the Company, at its discretion. You may even be, whenever required, transferred to or required to travel to any of the Company's or any of the clients' offices at the sole discretion of the Company.
5. You will be on **probation for a period of six months** from your date of joining depending on your performance, which may be extended, if considered necessary by the Company. You will not be regarded as confirmed until we issue a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall be terminated by giving 1 week notice period.
6. Your services may be terminable by giving 2 month notice in writing by either side or completion of assignments, whichever is later. The resignation shall be accepted only on your fulfilling the terms of the undertakings given by you during the course of employment. At the sole discretion of the company, employee may be asked to compensate the salary in lieu of the notice as deemed fit by the company.

Cont 2...

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India
www.cirrius.com CIN: U72900MH2007PTC171018





7. This letter of appointment is issued to you on the understanding that you will produce documents showing proof of age, proof of educational qualifications, proof of previous appointments held, proof of previous salary drawn and a relieving letter from your previous employer on or before your joining the services of our Company. The company reserves the right to carry out reference verifications or background checks prior to your joining the company or during the course of your employment with us, if it is detected that the information furnished by you is false or not correct, the company shall, at its sole discretion be entitled to forthwith terminate and/ or revoke your appointment with the company, without further reference in the matter.
8. You will not enter into a commitment or dealing on behalf of the Company for which you have no express authority or discretion vested in you without previous sanction of the Company.
9. You will be required to keep all company information considered to be 'Confidential' undisclosed under any circumstances. Confidential Information shall mean any information disclosed by the company to its employees as well as information disclosed to the employees on behalf of the company by third parties (viz. clients), directly or indirectly, orally or in writing.
10. If at any time, in the opinion of the Company, which shall be final, you are insolvent or are found guilty of being dishonest, disobedient, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in this Company, or of any other conduct considered by us detrimental to our interests, or of violation of one or more terms of this letter, your services may be terminated without notice.

If you are agreeable to the terms, please sign and return the duplicate copy of this letter.

Thanking you and looking forward to having you with us.

For **Cirrius Technologies Pvt. Ltd.**

A handwritten signature in black ink, appearing to read "Kapil Kuwelker", written over a horizontal line.

Kapil Kuwelker
Founder & CEO

Employee Declaration:

This is to certify that I have gone through and understood all the terms and conditions mentioned in the Appointment Letter and Annexure(s) and I hereby accept and agree to abide by them.

Signature :

Date :

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India

www.cirrius.com CIN: U72900MH2007PTC171018





Annexure - A

Name : Aditi Kudu

Designation:

Jr. Product Executive

Department:

Customer Engagement & Product

Detailed Salary Break Up		
Salary Components	Amount (Rs.)	
	Monthly	Annually
Basic	6,389	76,671
House Rent Allowance	3,195	38,336
Standard Allowance	4,167	50,000
LTA	532	6,389
Professional Development	676	8,113
Special Allowance	1,014	12,169
Gross Salary (A)	15,973	1,91,678
Provident Fund Employer contribution	1,534	18,408
Gratuity*	307	3,686
ESIC	519	6,228
Benefits (B)	2,360	28,322
Cost to the Company (CTC) [A+B]	18,333	2,20,000

* TDS will be deducted as per income earned and as per savings plan declared by you for the financial year along with proof of payments/receipts wherever applicable.

* Gratuity will be calculated on behalf of 15 days basic salary and will be payable as per Gratuity Act.

* Reimbursements are subject to submission of bills.

* LTA will be non-taxable based on receipts/proof submitted.

* Contribution towards ESIC is 3.25% by employer & 0.75% by employee as per the ESIC ACT 1948 if the employees gross salary is within the gross salary limit as specified by ESI Act.

For Cirrius Technologies Pvt. Ltd.

Authorized Signatory

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India

www.cirrius.com CIN: U72900MH2007PTC171018



BizBezzie

Your Technology Partner

Outer No: 001/intern/2022

Date: 10th January, 2022

Page: 1 of 8

[Cover Letter]

To,
Tejal Suresh Marle
Surya Colony, Monor
Taluka: Palghar, District: Palghar
Maharashtra, India, 401404

Dear Intern,

Congratulations! This letter confirms our offer of internship with BizBezzie Private Limited (India) (the "Company"), under the terms and conditions stated in the Appointment Letter attached with this letter..

Subject to the terms of attached Appointment Letter, Your schedule to commence your internship with the BizBezzie Private Limited (India) is given below.

Your Appointment status will be at full time. However, this is not a guarantee of hours and your schedule may vary according to seasonal fluctuations and service requirements.

Your internship may be terminated at any time for any reason during this period without any notice or severance pay.

Reporting date for training:	15th January, 2022
Reporting date for actual work:	15th January, 2022
End date of Internship	15th July, 2022
Position:	Python Django Developer Intern Trainee
Department:	Web Development Department
Department leader:	Navin Patil

Navin Patil

Director



BizBezzie Private Limited

+91 9766 675 475

www.bizbezzie.com

contact@bizbezzie.com

202, Udyognagari, Patilwada, Chinchani, Dahanu, Palghar, Maharashtra, India, 401501





Private & Confidential

March 01, 2022

Name Rahul Mestry
Address Vasai , Maharashtra

Dear Rahul,

Sub: Contract of employment

We are pleased to extend to you this offer of temporary employment as an Intern in the ProgIST Solutions LLP. If you accept this offer, you will begin your internship with the company on January 15, 2022

Your place of posting will be Mumbai.

Your Monthly Total Pay for the Internship will be Rs. 12,000/- (Rupees Twelve Thousand only). As a Intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular company employees receive including holidays.

Your internship is expected to end on June 30, 2022. However, your internship with the company is "at-will" which means that the company may terminate your internship at any time, with or without cause and with or without notice.

On successful completion of your Internship period, based on your performance you shall be given an offer confirming you as a regular employee of the Company.

As an Intern of the Company, you are requested to go through the HR Policy and Procedure Manual or any amendment therein carefully to fully understand these provisions and its implication on your association with the Company.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,
For ProgIST Solutions LLP,

M. Bhansali

Manisha B. Bhansali

Initial of Employee_____



Offer of Employment

To,

Sonali Mishra,

Mumbai,

Date: 7th December 2021

Dear Sonali Mishra,

We are extremely pleased to offer you a position of “**Solution Analyst**” with Sankey Business Solutions. Your date of joining is 8th December 2021.

Type of work

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client’s business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on Internship for six months during which your salary will be Rs.180,000/ year. Post 6 months’ probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure II).

Offer of Employment



- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **7th, December 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:
 1. Proof of Academic Qualification (Class 10th Equivalent and above):
 - 10th & 12th mark lists
 - Under graduate / degree mark list and degree certificates
 - Post-Graduation mark list and degree certificates (if any)
 - Other qualifications - mark lists and certificates (if any)
 2. Proof of identity i.e. PAN card, driving license, Electoral card
 3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

Best Regards,



Sandeep Patil

Director,

Sankey Business Solutions

Email - sandeep@sankeysolutions.com

Ph: +91 9765159999

Offer of Employment



The content of salary breaks up of

Rs.300,000/- is as below:

SALARY PACKAGE ON COST TO COMPANY BASIS		
ANNEXURE I		
COMPONENTS	MONTHLY	ANNUAL
Basic	8700	104400
HRA	4350	52200
Travel Allowance	1900	22800
Medical Allowance	1250	15000
Other Allowance	5673	68076
Gross Salary	21873	262472
Deduction:		
Provident Fund	1044	12528
Professional Tax	200	2500
ESIC	0	0
Total Deduction	1244	15028
Net Salary	20629	247444
Other		
ESIC (Employer)	0	0
EPF (Employer)	1044	12528
CTC without Bonus	22917	275000
Variable Pay		25000
CTC (Including Bonus)		300000

Offer of Employment



APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

Offer of Employment



Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Offer of Employment



Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the

Offer of Employment



above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business, or clients you have worked during the course of your

Offer of Employment



employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or

Offer of Employment



increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of,

Offer of Employment



or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.



Sandeep Patil

Director,

Sankey Business Solutions

Agreed to and accepted:

Candidate Name

Signature

Date & Place

Offer of Employment



SERVICE AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and _____ (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. _____ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: _____ 2) Name: _____

Address: _____ Address: _____

Contact No: _____ Contact No: _____

Candidate Name & Signature

Date & Place

Offer of Employment



Annexure II		
Parameters	Objectives	Target
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing & planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	100%

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%

Offer of Employment



Roll No. 29

JOINING REPORT

1. Name of the Student :Kaushik Yatin More
2. Name of the Organization :LogicIntellect
3. Project Title (if finalized) :TaskBoard
4. Date of Joining :24/01/2022
5. Platform : DotNet
Development Env. Visual Studio 2019
Software (System) Tools
6. Complete Office Address :272 Raj World , Near Palanpore Gam,
7. Name of the External Guide (company) :Nikhil Rana
8. E-mail of the externalguide/company :rananikhil51@gmail.com
9. E-mail of the student :morekaushik1998@gmail.com
10. Phone numbers
External Guide :9725797630
Organization :8866590208
Student(M) :8390805095
11. Permanent Address of the Student (With phone no.) :Vadarai, Kelwa-mahim ,Thane,Maharastra
-401402 . 8390805095
12. Present Address of the Student (With phone no.) : As Above

I/We agree to the following terms:

- (1) Joining report, Monthly Progress Report, Project Completion Certificate will be provided by the company in the prescribed format provided by DCS, VNSGU, Surat.
- (2) Students will complete their 6 months project training at our company from 1stFeb. 2022 to 30thJuly 2022.
- (3) We will provide all the resources (including computer) at our office premises to the student(s) during the project tenure.

For LogicIntellect

Signature of Nikhil Rana
(External)2/3/2022
Date

272, Raj World , Ugat Canal Rd, Sant Crystal Avenue, Jahangirabad, Planpur, Surat, Gujarat 395009



Date: 18th February, 2022

Name: Jilesh Mourya

Designation: Associate software developer (Intern)

Subject: Offer Letter (Intern)

Dear Jilesh,

We are pleased to offer you an internship at our company. Your internship shall commence on **20th February, 2022** and shall end on 30th July, 2022 (Term) the terms and Conditions of your internship with the Company are set forth below:

- Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
- You are eligible for a stipend of **15,000/-** during the Term, which shall be paid on 4th of every month during your internship.
- Office timings will be from **9:00 AM to 6:30 PM**, Monday to Saturday. Please be sure to bring your documents with you on your first day to complete your verification.
- You will sign a confidentiality agreement with the company before you commence your internship.
- The internship cannot be construed as an employment or an offer of employment with RoiyaTech.

Please confirm your acceptance of the terms of this offer. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Yours Sincerely.

RoiyaTech.



Roshan.



Date: 3rd March 2022

Dear Arun Nair,

Tecnoviq Consultancy is pleased to offer you an internship position in our IT - Software department, with an effective start date of 14th March 2022.

As an intern, this is not a paid position, which means you will not be receive wages or be eligible for benefits such as paid leave, travelling allowance etc.

Please review the terms and conditions of your new employment contract below:

Position: You will be working as a "Trainee Software Developer" & reporting to the Product Manager.

Working hours: Monday to Saturday 10 am To 6 pm (2nd & 4th Saturday Holiday)

Compensation: You will get stipend of 5,000 INR/Month for your daily expenses.

Deduction: As an Intern, you are not eligible to take any paid leave. Stipend will be deducted in case you take any leave during working days, However Company will allow you to take 1 day leave, in case of any emergency.

Throughout your internship, Tecnoviq Consultancy provide you the training & opportunity to work on "LIVE" project.

Tecnoviq Consultancy may consider you for a paid position in the future (after completion of internship of 6 months) based on your performance throughout your internship.



Mr. Abhijeet Vartak



To,
Ms. Priyanka Nalawade,
14/C, Jai Mata Di Niwas, Manvel-Pada Road,
Virar East, Mumbai - 401305

Date: 31st January 2023

Dear **Ms. Priyanka Nalawade**,

Letter of Offer

We are pleased to offer you a position as a **Salesforce Developer**. This offer takes effect immediately from 01st February 2023. As discussed, your initial engagement will be on a part time basis with average engagement of 10 hours per week, over the period of calendar month, for which you will be compensated on pro-rata basis. Your employment will become full time from **–not later than date 10th March 2023**. We trust that with your knowledge, skills and experience, you will be among the valuable members of our company iKORP Technology Consulting Pvt. Ltd. – A fully owned subsidiary of Australia based TSL Services Pty. Ltd. (Referred to as “The Company” hereafter)

You will be working from home at your current location. In future, if project demands to work with the team onsite in Pune, you will be required to work with the team in Pune.

As discussed, your total compensation package will be **Rs. 13,50,000/- (Thirteen Lac Fifty Thousand only) PER ANNUM CTC**. You will receive a joining bonus of Rs 50,000/- after finishing your probation period of three months. In addition, we will also cover you and your family (including parents) with health insurance and reimburse your internet bills (up to ₹12,000/- per year).

The probation period applicable to you shall be three (3) months.

Your appointment is subject to satisfactory reference checks and, we presume that you have necessary clearances from any secrecy/service agreements that you may have executed, which could have a bearing on your working with us. This letter of offer is based on the information furnished in your Curriculum Vitae and during the interviews you had with us. If, any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

This offer is valid till **31st Jan 2023**. If you do not confirm the acceptance by that date, The Company has the right to withdraw the offer.

We hope that you will accept this offer and look forward to welcoming you to The Company. A letter of appointment is issued at a later date with full details of your terms and conditions including a breakdown of your compensation as mutually agreed.

Please sign the copy of this letter confirming your acceptance. We are looking forward to you joining us and wish you every success in your new role with us.

Yours Truly,

For TSL Services Pty. Ltd.,
Australia

(Mr. Sudhir Joshi)
[Chief Executive Officer]

For iKORP Technology
Consulting Pvt. Ltd.

(Mrs. Shalaka Padhye)
[Director]

Accepted by:

(Ms. Priyanka Nalawade)
Date & Place:

8th February 2022

Manish Salil Pandey

Offer No: 2022-02003

Sub: Job Offer for the Post of “**Associate Software Developer**”

Dear **Manish**,

On behalf of **ICRUXSYSTEM**, I am pleased to confirm our offer of employment to you as **Associate Software Developer** based in **Mumbai/ Navi Mumbai**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favourable impression with everyone you met and we are excited with the prospect of you joining our Company on **February 10th 2022** or a date as mutually agreed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Company.

Your annual CTC of Rs. **3,00,000/-**, payable monthly, and will be subject to statutory and other deductions as per Company policies and practices. The details of your compensation breakdown are provided in the attached **Annexure A**.

You may also receive additional benefits as are generally accorded to the employees of the Company, subject to the applicable policies and practices of the Company.
Your employment with us will be governed by our Terms and Conditions as detailed in **Annexure B**.
We would like you to join the Company on **February 10th 2022**. At the time of joining, it is mandatory for you to submit the documents mentioned below.



This offer letter, together with the **Annexures** described herein, and the **SERVICE COMMITMENT BOND** (which you are required to sign), constitutes the entire agreement between the parties with respect to

the subject matter of this offer and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer.

We look forward to you joining our team and be the valuable member of the ICRUXSYSTEM Team.

Sincerely,

For ICRUXSYSTEM Pvt. Ltd.



Authorized Signatory
Shreya Agnihotri
HR- Executive



Acceptance

I hereby accept the position and terms and conditions of employment offered. The following documents have been attached for your records or shall be provided to the Company on _____.

- Passport Copy
- Copy of Educational Certificates
- Service / Relieving letter from existing employer
- Last drawn Payslip
- PAN Number
- Form 16 from existing employer
- Your three colour passport photographs

I will join the Company on _____.

Agreed & Accepted

Signature with Date _____

Name: Manish Salil Pandey





Ref No. IEX/HR/OFR/2021/46

Date: 16th December 2021

Mr. Aditya Shreeprakash Patel
B/502, Ritu Horizon,
Mira Road (E),
Thane – 401107

Dear Mr. Patel,

We have pleasure of offering you appointment in our Company as **Software Engineer** in Grade **G1** in **Exchange Technology** department at **Mumbai**.

Your remuneration will be as per **Annexure 'A'**. Your remuneration is all inclusive. Variable pay component mentioned in Annexure A shall be based upon the company's performance and your individual performance. You will be entitled for various company facilities & perks applicable in the grade as per company policy.

The other terms and conditions of employment will be as per **Annexure 'B'**.

You are requested to join the company not later than 11th January 2022 at Mumbai.

This offer of appointment is subject to your submission of below documents at the time of joining.

- Minimum requirement of qualification for an organisation is graduation. All your necessary certificates / testimonials in respect of educational and professional qualifications pertaining to the same and experience / domicile etc.
- Your relieving letter / resignation acceptance letter from your previous organization.
- Six formal passport size colour photographs with RED background, with tie compulsory (for males) [2 for HR and Admin records & 4 for corporate salary account].
- Proof of age, address, PAN card, and minimum 2 photo identification proofs.

All the documents mentioned above are required to be submitted in original, along with a photocopy. The originals will be returned to you immediately after verification.

You may have to undergo a medical check-up with the medical practitioner nominated by the company, if required.

This offer is made in good faith, based on the information provided by you regarding your own profile, including age, qualifications and past experience. Should any of the information provided by you proved to be incorrect at any stage, whether prior to or after your joining the organization, the offer will stand automatically cancelled without any benefits of the terms of employment or any compensation accruing

Indian Energy Exchange Ltd

Corporate Office: Plot No. - C-001/A/1, 9th Floor, Max Towers, Sector 16B, Noida, UP - 201301, India

Tel: +91-120-4648100 Website: www.iexindia.com

Registered Office: C/O Aventura Business Center, First Floor, Unit no 1.14(a), D2, Southern park, District Centre, Saket 110017

CIN: L74399DL2007PLC277039





to you. We also reserve the right to withdraw the offer if anything adverse about you comes to light either through independent verification or through reference checks, including that from your previous employer(s).

All disputes of whatsoever nature will be subject to the jurisdiction of the Courts at Mumbai.

This offer of appointment records all prior commitments given by us verbally or in writing and is the sum total of our understanding with each other. We also take this opportunity to welcome you in our organization and look forward to a mutually rewarding association with you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the appointment on the terms and conditions mentioned above.

For **Indian Energy Exchange Limited**.

A handwritten signature in blue ink, appearing to read 'Samir Prakash', is written over a faint, circular official stamp.

Samir Prakash
Senior Vice President - Human Resources & Administration

Indian Energy Exchange Ltd

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Annexure-A

Name : Aditya Shreeprakash Patel

Designation : Software Engineer

Grade : G1

Components of the Salary Package	Amount (p.a.)
Fixed Pay	
Basic Salary	1,81,200
HRA	90,600
Provident Fund (Employer Contribution) / Other Allowances	21,744
Special Allowance	42,644
Sub Total (A)	3,36,188
Fringe Benefits	
LTA Reimbursement	15,100
Sub Total (B)	15,100
Total of A+B (Gross Salary)	3,51,288
Other Benefits	
Gratuity	8,712
Sub Total (C)	8,712
Total of A+B +C (Total Fixed Pay)	3,60,000
VARIABLE PAY	
Variable Pay (D)** (Indicative)	40,000
Total Indicative Remuneration (A+B+C+D) (Gross Salary+Benefits+Variable Pay)	4,00,000

Note:

- Any revision of allowance and/or perquisites, will not apply unless specifically notified in writing.
- Compensation will be subject to TDS as per applicable Tax Laws.
- Other Entitlements/Reimbursements includes fuel /driver /maintenance & other perquisites applicable as per your grade.
- The reimbursement amount is paid on monthly basis on submission of bills (as per the eligibility) on or before 20th day of every month to accounts dept. If bills are not submitted, the amount can be claimed subject to TDS.

5. Insurance Coverage Details:-

Group Term Life Insurance	15,00,000
Group Accident Insurance	15,00,000
Mediclaime (Sum assured, including self, spouse & two dependent children)	6,00,000

6. Gratuity as per the company policy and Gratuity Act as applicable from time to time and is payable only on completion of 5 years.

7**. This amount is indicative and varies based on first company performance and then on individual performance. The amount reflected here is at 100% achievement and can go upto 200%.

8. Total Indicative Remuneration includes Bonus,if any ,payable under statutory rules, announced from time to time.

9. You will to be governed by the Company's service conditions/Policies/Processes as may be in force from time to time.

10. PF Employee Contribution will be borne by employee & will be deducted from salary payout.

For Indian Energy Exchange Limited.

Samir Prakash

Senior Vice President - Human Resources & Administration

Indian Energy Exchange Ltd

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Annexure 'B'

1. Place of work

Your present place of work will be at **Mumbai**. However, during the course of service, you are liable to be placed for service at our discretion at any of the Company's establishments / departments / divisions anywhere in India as also the associate Companies and subsidiary Companies at the sole discretion of the management.

2. Probation

You will be on probation for a period of **six months**. This probationary period could be curtailed or extended at the discretion of the Company. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment may be terminated forthwith without notice and without assigning any reasons.

3. No simultaneous employment

While employed with the organization, you shall not be permitted to be employed with any other organization or person in any capacity whatsoever. You are also forbidden from any form of association, including employment or consultation, with any company that is a direct competitor or is in the same/similar line of business as **Indian Energy Exchange Limited** or its subsidiaries or associates, while in the employment of the Company /or for a period of one year after separation from the company. **You will be required to sign an undertaking with the company to this effect before joining duties as per policy and practice of the company.**

4. Training / Career enrichment

The company may provide various training programmes for your career enrichment during your stay with the company. If you leave the company within one year of completion of any such training provided to you, you will be liable to recompense.

5. Retirement

The age of retirement from the company will be sixty years subject to the conditions laid down in clause 6. On the strength of the bio-data submitted by you, we will be recording your date of birth in our HRIS system.

6. Termination

Either party shall have the right of terminating the employment by giving the other party seven days' notice in writing during the probation period and two months' notice in writing after confirmation of your employment. The Company however, in case the exigencies of work so require, may refuse to accept salary or in lieu of notice or instead require you to serve the notice period. Notwithstanding the above, the company shall have the right of terminating your employment under the following circumstances.

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a) Forthwith, without any notice or payment in lieu thereof, in the event of any misconduct on your part or any breach of terms of your employment with the Company.

Or

b) At any time by paying salary in lieu of the deficient notice period, without assigning any reason, at the discretion of Management. In case any privilege leave is due to you, you will be paid basic salary in lieu of such leave subject to the policy laid down in this respect.

7. Leave

You will be entitled for leaves as per company policy.

8. Discipline

You will be governed by the Company's rules and regulations that may be in force at the time of your appointment and also by such rules & regulations as may be in force from time to time.

9. Postal Address

You will keep the Company informed of your postal address for communication including changes that may occur during the period of your employment with the Company.

Your employment shall be governed by the employment policy and other policies of the Company in force from time to time.

For Indian Energy Exchange Limited.

A handwritten signature in blue ink, appearing to read 'Samir Prakash', is written over a faint, circular official stamp.

Samir Prakash

Senior Vice President - Human Resources & Administration

Indian Energy Exchange Ltd

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CIN: L74399DL2007PLC277039



Date: 03-01-2022

OFFER LETTER

Dear Shephali Patil,

Congratulations!

With subsequent levels of interactions with us, we are pleased to confirm that you have been selected for an association with us and we are delighted to make you the following job offer.

The offered position is that of a **Jr. Software Developer**. You are requested to join RBK Educational Institutions on 05th January, 2023.

A formal appointment letter stating our terms and conditions of your employment will be given to you within the first week of your joining.

Kindly treat the stated salary package as confidential and personal to you, which should not be shared with others. Any breach will be viewed severely.

Please note that the above offer will cease to be valid, if there is an inappropriate feedback on background verification.

We welcome you to the RBKEI Family and wish you a very happy and successful career with us.

Best wishes,
For RBK Educational Institutions



Lanish Vasudevan
Head HR





Sminal Patil <sminalkp10@gmail.com>

Offer letter

NILAY JANI <njani@pssinfo.com>

17 September 2022 at 11:04

To: Sminal Patil <sminalkp10@gmail.com>

Dear Sminal

It has been great interacting with you and discussing the opportunity of you joining our company. We are happy to offer you a position of **Junior .NET Developer** in our company.

Date of Joining: 1 Aug 2022

Profile

Roles and Responsibilities

- Create project design and layout.
- Coding the entire HTML site from end to end.
- Debugging code and front-end web applications.
- Ensuring cross-platform compatibility.
- Troubleshooting application errors.
- Conducting website performance and usability tests.
- Meeting publication deadlines.
- Providing user support.

Skills / Profile

- Bachelor's degree in computer science, computer engineering, MIS, or similar.
- In-depth knowledge of coding languages including .NET, C#, [VN.NET](#), HTML, CSS Etc
- Ability to troubleshoot coding and application errors.
- Knowledge of application development.
- Ability to meet strict publication deadlines.
- Excellent communication and interpersonal skills.
- Strong attention to detail.

Compensation

- Your Annual CTC for the first year would be Rs. 2,10,000 (Two Lakh Ten Thousand Only)
- Your break will be as follows

	Monthly	Total
Salary	Rs. 17,500	Rs. 2,10,000

As the next step, we would require a confirmation of the offer via email. Request you to provide your revert on the same at the earliest.

Please let me know if Incase of any queries. Looking forward to hearing from you.

Thanks & Regards,

Nilay Jani







Quick Live Solutions

Telephone: +911204122887, +919625300801

Email: support@quicklivesolutions.com

Website: www.quicklivesolutions.com

OFFER LETTER QLS-0026

To: Payal Santosh Pawar

Email: payal.s.pawar@gmail.com

Phone no: 8655190281

Dear Mr. /Ms.

We are pleased to inform you for the new job offer at Quick Live Solutions for the position of **Software Trainee** at our Noida office. Details are mentioned below.

Salary	Validity	Notice Period	Timing	Leaves in a 6 Month
8k/M INR	Feb 2022-Aug 2022	1Month (During Training)	9AM-6PM	6 (1.5Emergency Leaves)

This Full-time position will have a monthly base pay of 8k/m which will be paid out 10th date of every month in conjunction with our existing payroll schedule.

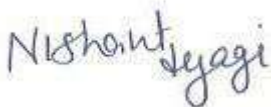
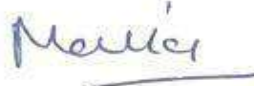
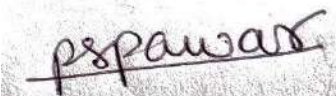
In the event of your acceptance of this offer, we would like you to forward a signed duplicate copy of this offer letter along with the following requirements:

1. Aadhar Card/PAN/Voter card copy.
2. Educational certificates copy.
3. Two passport size photographs.
4. Experience /salary slip (if experienced)
5. Any additional certificate

Further procedure will be followed up soon after you accept the offer, so please submit the self -attached copy and other docs required as soon as possible with your receiving.

Other things to make sure.

- 18 Feb 2022 will be your on boarding date and before that all self-signed document needs to be submitted.
- Internet charges will not be covered by the company as its work from home so you need to arrange it.

Sincerely,  Nishant Kumar C.E.O.	Sincerely,  Monika Vasudev Sr. HR head	 Payal Santosh Pawar
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APPOINTMENT LETTER

11th February, 2021

Chetan Himmatlal Prajapati
CI7740
Mumbai

Dear Chetan,

Further to successful completion of training as per Training and Employment Agreement dated **20th August, 2019**, we are pleased to appoint you as per below mentioned terms and conditions with effect from **1st September, 2020**. The Appointment will be on the legally binding terms and conditions between you and the Company as are contained below in this appointment letter. You have also entered into a Non-Disclosure Agreement of even date ("NDA") with the Company for protection of confidentiality of all the information furnished by the Company to you for executing various projects of which you are a part or comes to your possession or knowledge during your tenure with the Company.

1. DESIGNATION / REPORTING RELATIONSHIP / GRADE

You will be designated as **Engineer Technical Support**

Your grade will be **M1**

You will be reporting to the **Manager - Delivery**

Such reporting line may be altered or added as deemed appropriate by the Company.

2. LOCATION

Mumbai. However, the Company reserves the right to transfer you to any of its location in India, and further, reserves the right to transfer, assign, or depute your services to any of its group Companies at any location, such location/s which are existing and may be set up by the Company /Group Companies.

3. MEDICAL FITNESS AND VERIFICATION OF PARTICULARS

Your Appointment is subject to:

- a) Correctness of particulars mentioned in your application and your original qualification certificates. In case those particulars are found incorrect or false, your service is liable to be terminated without assigning any reason or notice thereof at any time.
- b) Your continuing to be medically fit, during any time of your employment.

4. AGE OF RETIREMENT

You shall stand retired upon completing 58 years of age, the age of retirement being 58 years.



Clover Infotech Private Limited

Corporate Office: Dhana Singh Processors Building, Vazir Glass Lane, J. B. Nagar, Andheri East, Mumbai-400059, Maharashtra, India. Tel: +91 22-29261650 Fax: +91 22-29262001
Registered Office: Clover Centrum, No. 5, Galaxy Society, 245 Boat Club Road, Puna-411 004 Maharashtra, India. Tel: +91 20 26160022/23/24, 6726 5700 Fax: +91 20 2616 0020
Website: www.cloverinfotech.com Email: clover@cloverinfotech.com CIN No. U72200PN2000PTC014922



5. SALARY

You will be paid monthly remuneration as mentioned in the Trainee and Employment Agreement. The information relating to your pay, perquisites, etc., will be a matter of confidence between you and the Company and shall not be divulged by you to anyone.

6. PROBATION

You will be on probation for a period of six (6) months from the date of this letter. At the end of the probationary period, based on the feedback received on your Confirmation Appraisal Review, your services shall be confirmed or extended to such period that the Company deems fit. Until you are informed in writing that you are confirmed, your services shall continue to remain on probation.

7. RULES AND REGULATIONS

You will be governed by and agree to be bound by, the Company's Rules and Regulations, which are in force and as may be amended from time to time and such new policies as are issued from time to time. You will be informed electronically of amendments to the existing policies or issuance of new policies.

8. BAR ON DUAL EMPLOYMENT

During the tenure of your service, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your service from the Company without notice or notice pay. Further, you shall not, during your employment with the Company, either personally or through an agent, or otherwise, in any other manner, directly or indirectly enter the employment of, consult for, be engaged by, or render any services to any "Competing Business". For the purpose of the provisions of this Appointment Letter, Competing Business shall mean, with respect to you, to start, participate, promote, undertake, partner, operate, acquire/hold a stake in, or be associated with and/ or concerned in any way, whether directly and/ or indirectly, in a business, firm, company or person in India which competes with the business and/ or provides services same or similar to those being provided by the Company.

9. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

Other terms and conditions of employment shall as set out in the "TRAINING AND EMPLOYMENT AGREEMENT" dated **20th August, 2019**.

Please return the duplicate copy of this letter duly signed by you as a token of your acceptance of the aforesaid terms and conditions.

For Clover Infotech Pvt. Ltd.



Elizabeth Paul
Senior Vice President – Human Resources

Acknowledged and accepted
Chetan Himmatlal Prajapati

Clover Infotech Private Limited

Corporate Office: Dhana Singh Processors Building, Vazir Glass Lane, J. B. Nagar, Andheri East, Mumbai-400059, Maharashtra, India. Tel: +91 22-29261650 Fax: +91 22-29262001
Registered Office: Clover Centrum, No. 5, Galaxy Society, 245 Boat Club Road, Puna-411 004 Maharashtra, India. Tel: +91 20 26160022/23/24, 6726 5700 Fax: +91 20 2616 0020
Website: www.cloverinfotech.com Email: clover@cloverinfotech.com CIN No. U72200PN2000PTC014922





OUR REF : Appnt/21-22
DATE : 16/02/2022
TO:

Harshada Prajapati
E-101 Kalpataru Society
Dahad - Umbergaon-396171

Dear Ms. Harshada Prajapati

Sub : YOUR EMPLOYMENT WITH 'MICROFIL'

With reference to your application & interview you had with us, we are pleased to appoint you in our organization on the following terms & conditions with effect from 16th February 2022

Designation : Functional Operation -ERP Software

Probation Period :

You will be on probation for a period of three months from the date of commencement of your service. Your probation period may be extended at the company's option. You will be confirmed in writing in the service on your successful completion of the probation period.

1) Hours of Work :

You will observe such hours of work, weekly offs or other holidays as may be observed by the department/factory/office where you may be posted and you may have to work in shifts if required as specified by the company from time to time

2) Annual leave and other leave :

As applicable as per the leave rules of the company, which is at, present 36 days p.a.(after confirmation)

3) Retirement Age :

Your retirement will be on attaining the age of 60 years as per the proof of date of birth given by you along with the application form.

4) Notice of termination :

Your services are liable to be terminated at any time by the company, without notice or pay in lieu thereof during probation. On confirmation, your services are liable to be terminated by the company by giving you one month's notice in writing or paying you one month's salary in lieu thereof. Should you desire to leave the company's services, you will be required to give one month's notice in writing as well.





Provident Fund, Gratuity & Bonus:

You will be considered for coverage under the Provident Fund Act , Payment of Gratuity Act and Payment of Bonus Act as per the provisions of the relevant act, subject to all the limiting factors and exclusions.

Other terms and conditions :

a) You will not at any time hereafter without the consent of the company in writing divulge or make public any matters relating to the Company's business.

b) You will at all times during your employment hours of the company to the business of the company. You will not accept any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any trade or business during the employment with this company, without permission in writing of the company.

c) You will abide by all the rules and regulations in force in the company from time to time.

d) On termination of your services with this company, you will return all papers and other properties, which may at that time be in your possession.

e) It is specifically understood and agreed by you that your services are liable to be dispensed with summarily without notice or compensation at any time if it is found that any of the information furnished by you to the management at the time of your employment are incorrect or false.

f) Your confirmation in service are subject to your being fit medically. Microfilit reserves the right to ask you to undergo medical examination if and when considered necessary.

g) Your appointment is subject to the terms and conditions contained in the Non-Disclosure Agreement to be executed between you and Microfilit. In case of any conflict between the terms of the Non-Disclosure Agreement and this letter, the terms of the Non-Disclosure Agreement shall prevail.

h) Any changes in or in addition to the information originally given to the Company like educational qualifications; residential address, marital status etc. should be notified to the Human Resource Department

j) During the period of your employment with Microfilit and for a period of one year thereafter, you shall not solicit or attempt to influence any person employed or engaged by Microfilit or its affiliate companies (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with Microfilit or become an employee of or directly or indirectly offer services in any form or manner to any other company, person or entity. It is further agreed that you will keep Microfilit indemnified in respect of any loss that may be caused to Microfilit as a result of breach of this covenant by you.

k) Any inventions that you may make during your employment with Company will be Company's property and the Company reserves the right to take all steps necessary to ensure that your inventions are not compromised.



7) Special Clause :

You are being appointed in a position involving knowledge of now-how of the company's secret information and technical matters and also insight into customers and their requirements. Information and knowledge that are acquired or known by you during the course of your work and arising out of your association with the company shall not be divulged except with the express knowledge and with the express permission in writing from the company. You are required to show utmost integrating and loyalty to the organization.

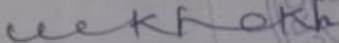
8) Special Clause Related to Training Abroad :

It is specifically understood and agreed that in the event of your being sent for any specific training abroad solely at the cost of the company, you have undertaken not only not to refuse the said training but also to execute a minimum guaranteed years of service contract in consideration for the said free training, the period of which will be decided at the time of abroad visit.

Breach of any terms and conditions will render termination of this appointment without notice or any compensation thereof. Should you be prepared to accept the assignment of the terms and conditions enumerated above, please sign and return the duplicate copy of this letter to signify your acceptance.

Thanking you,

Yours faithfully,
For Microfilt India Pvt. Ltd

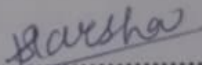

Managing Director



ACCEPTANCE

I have read the terms and conditions of the above appointment and I accept the same.

Name : Harshada Prajapati

Signature : 

Date : 16-02-2022



Date 16/02/2022
Name Harshada Prajapati

Package Details With Effect From 16/02/2022

PARTICULAR	2020-21
BASICS	14,824.00
H R A	3,706.00
Medical Allowance	1,482.00
Leave Travel Allowance	1,482.00
Conveyance	1,000.00
Monthly Total	22,494.00
Add : Employer's Contribution to P.F	1,800.00
Add : Bonus	1,235.33
MONTHLY CTC GROSS TOTAL	25,529.33
Less : Employee's Contribution to P.F.	2,254.96
Less : Professional Tax	200.00
MONTHLY Take Home	20,039.04
TOTAL ANNUAL GROSS ON BASIS OF COST TO COMPANY	3,06,352.00

Note Bonus will be paid Annually on Pro-rata Basis

For MICROFILM INDIA PVT LTD.

Authorised Signatory

Harshada





Smartlytics Innovations Pvt Ltd.

A division of the Lotus Group of Companies, USA

Tallam Altius, No. 24-25, 27th Cross, Industrial Layout,
Banashankari 2nd Stage, Bangalore - 560070

To Mr. Rishabh Rai,

Mumbai

LETTER OF OFFER

Dear Rishabh,

Congratulations!!

On behalf of VoloForce LLC, we are pleased to offer you an Employment with us, based on the interview discussions you had with our Management Team. Details of the terms and conditions of offer are as under:

1. You will be designated as **Angular Developer**.
2. Your date of commencement of Employment will be on **11th March 2022**.
3. You will be entitled to receive Fixed CTC of Rs. 4,00,000/- (Rs. Four Lakhs Only) per annum.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.

Please bring along the below listed documents / details on your day of joining.

- a) Copy of Original Academic Certificates (all from 10th to Highest)
- b) Original Resignation Letter with acknowledgement
- c) Relieving letter from previous employer (Original)
- d) One passport size photographs (Recent)
- e) Copy of Pan Card and Aadhar Card.

Kindly scanned and send us a signed copy of this letter as a token of your acceptance of this offer. Looking forward to a long and mutually beneficial career with us.

Paul Zsebedics
Director

Accepted by Managing
Rishabh Rai





Date: 18th February 2022

Sub: Offer Letter

Dear Neel Rathod,

Congratulations!

We are pleased to offer you an employment with **Tekno Point Multimedia India Pvt. Ltd.** based on the interview discussions you had with us, and your application was submitted to us. Details for terms and conditions of the offer are as mentioned below:

You will be designated as **Trainee Developer (Front End)** and will be based at our Mumbai office, date of commencement of Employment will be w.e.f. **1st March 2022.** Your employment would be subject to the Terms & Conditions mentioned in your appointment letter. You will be on probation period of **Six months** from the date of joining.

Offered CTC: 1.80 L PA

CTC post successful probation period – 2.40 L PA (On the basis of your performance)

You should login on 1st March 2022 by 10:30 AM (Office Time: 10:30 AM - 7:30 PM)

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

Once again, congratulations, and we look forward to working with you.

Thanking You,
Devyani Motghare
(HR Manager)

Date of Acceptance:

Sign:





Employee Name	Neel Rathod	
Designation	Trainee Developer (Front End)	
Effective From	01-03-22	
Salary Break-up		
Fixed Elements	Per Month (Rupees)	Per Annum (Rupees)
Basic Salary	7,500	90,000
HRA	3,000	36,000
Conveyance Allowance	1,250	15,000
Medical Reimbursement	1,250	15,000
Education Allowance		-00
Special Allowance	304	3,648
Total Gross (A)	13,304	1,59,648
Employer Contribution		
Provident Fund	1,596	19,152
ESI	100	1,200
Total Contribution (B)	1,696	20,352
CTC (A+B) Fixed	15,000	1,80,000

This payment is made to you as dictated by the Indian Act Authorities and is subject to change if the Indian Tax law changes.

Date of Acceptance:

Sign:





Smartlytics Innovations Pvt Ltd.

To,
Omkar Raut

28th Dec 2021

Mumbai

LETTER OF OFFER

Dear Omkar,

Congratulations!!

On behalf of iTEDIUM, we are pleased to offer you a position with us. Details of the terms and conditions of the offer are as under:

1. You will be designated as **Intern - QA**
2. Your date of commencement of Employment will be **on 3rd January 2021** and your deadline to accept the offer is **29th Dec by 14:00 PM**
3. You will be entitled to receive Fixed stipend of **Rs.15,000 /- (Rs. Fifteen Thousand only) per month.**
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.

Please submit the below listed documents / details on your day of joining.

- a) One passport size photographs (Recent)
- b) Copy of Pan Card and Aadhar Card.
- c) Education Documents

Kindly scan and send us a signed copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Smita Pandit
HR INDIA

Accepted by
Omkar Raut



**GALENTIC TECHNOLOGIES PRIVATE LIMITED****Trainee Agreement****Date: 29-Aug-2022****Dear Namrata Redekar,**

We are pleased to offer you the position of "Trainee Software Test Engineer" with Galentic Technologies Private Limited, with effect from **Monday, 29-Aug- 2022**.

Details of the proposed remuneration (Stipend) that would be paid during the training period and approximate Cost to Company in the subsequent period after successful completion of the training period is given below. General terms & conditions attached.

1. Remuneration -

- a) Trainee Stipend **INR 12,500/- PM for initial 12th months** from the date of joining Galentic Technologies.
- b) *You will be eligible for revised compensation from 13th month onwards and your Cost to Company will be between of **INR 1.8 LPA to 2.0 LPA**. In case of exceptional performance CTC will go beyond 2.0 LPA.
- c) You will be covered under the Group Mediciam Insurance Policy for a sum insured of INR 200,000 per annum and under Group Personal Accident Policy for a sum insured of INR 10,00,000 per annum.

* Evaluation/Performance criteria is provided in the letter.

2. **Trainee Period/Appointment** - You will be on trainee period which will commence from the date of your joining Galentic Technologies and will last for a period of one year. On successful completion of trainee period, you will be appointed to the post of "**Software Test Engineer**" on a regular pay specified in point 1.b. However, if at any stage during trainee period, your work or any aspect of your behavior is found un-satisfactory, your Trainee Agreement will be discontinued with immediate effect, without any notice.

3. **Purpose** - Company will take the trainee on board for the trainee position, where he will initially learn by observing and working on activities assigned by in-house/client-side (On the Job) team on key projects. Trainee will have the opportunity to ask questions and company will share useful resources that will help trainee to develop in his skills. Trainee willingly agrees to undergo the specialized technical training subject to the terms and conditions of this Agreement.

4. Trainee's Learning Objectives

1. Software testing concepts which in effect will help the trainee to understand the principles of software testing in techniques used in practical environment.
2. On the job training – Opportunity and Experience to work on live Software Development & Testing projects. Work may be at client site or in-house.
3. Insurance Domain basics to help make aware the trainee of the various terms, terminology and details in General & Life Insurance.
4. Communication skills (Emails & Telephonic) how to interact with the Company and the Client site.

5. **Location** - You will be based in Mumbai; your services are liable to be transferred to any other department, client office or any other location 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.





January 24, 2022

Ms. Hitashri Dinesh Sankhe
Building No 12 Flat No 6
Sanskriti CHS Amey Park
Navapur Road Boisar
Khairā Thane - 401501

Subject: Appointment

Dear Ms. Hitashri,

This is with reference to your application and the subsequent interview you had with us. We are pleased to appoint you as **"Jr. Product Executive"** w.e.f. **24/01/2022** on the following terms and conditions.

1. Your cost to company will be **2,20,000/- (Rupees Two Lacs Twenty Thousand Only)** per annum. (Break-up as per the attached Annexure A).
2. The salary structure of the Company may be altered /modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered/modified from time to time. All payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes. Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever.
3. You will be governed by the conduct, discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of your contract of employment.
4. You may be posted or transferred to another division or group company as deemed necessary by the Company, at its discretion. You may even be, whenever required, transferred to or required to travel to any of the Company's or any of the clients' offices at the sole discretion of the Company.
5. You will be on **probation for a period of six months** from your date of joining depending on your performance, which may be extended, if considered necessary by the Company. You will not be regarded as confirmed until we issue a letter of confirmation. In case your performance is not found satisfactory during such period of probation, including extended period, if any, your services shall be terminated by giving 1 week notice period.
6. Your services may be terminable by giving 2 month notice in writing by either side or completion of assignments, whichever is later. The resignation shall be accepted only on your fulfilling the terms of the undertakings given by you during the course of employment. At the sole discretion of the company, employee may be asked to compensate the salary in lieu of the notice as deemed fit by the company.

Cont 2...

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India
www.cirrius.com CIN: U72900MH2007PTC171018





7. This letter of appointment is issued to you on the understanding that you will produce documents showing proof of age, proof of educational qualifications, proof of previous appointments held, proof of previous salary drawn and a relieving letter from your previous employer on or before your joining the services of our Company. The company reserves the right to carry out reference verifications or background checks prior to your joining the company or during the course of your employment with us, if it is detected that the information furnished by you is false or not correct, the company shall, at its sole discretion be entitled to forthwith terminate and/ or revoke your appointment with the company, without further reference in the matter.
8. You will not enter into a commitment or dealing on behalf of the Company for which you have no express authority or discretion vested in you without previous sanction of the Company.
9. You will be required to keep all company information considered to be 'Confidential' undisclosed under any circumstances. Confidential Information shall mean any information disclosed by the company to its employees as well as information disclosed to the employees on behalf of the company by third parties (viz. clients), directly or indirectly, orally or in writing.
10. If at any time, in the opinion of the Company, which shall be final, you are insolvent or are found guilty of being dishonest, disobedient, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in this Company, or of any other conduct considered by us detrimental to our interests, or of violation of one or more terms of this letter, your services may be terminated without notice.

If you are agreeable to the terms, please sign and return the duplicate copy of this letter.

Thanking you and looking forward to having you with us.

For **Cirrius Technologies Pvt. Ltd.**

A handwritten signature in black ink, appearing to read "Kapil Kuwelker", written over a horizontal line.

Kapil Kuwelker
Founder & CEO

Employee Declaration:

This is to certify that I have gone through and understood all the terms and conditions mentioned in the Appointment Letter and Annexure(s) and I hereby accept and agree to abide by them.

Signature :
Date :

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India
www.cirrius.com CIN: U72900MH2007PTC171018





Annexure - A

Name : Hitashri Sankhe

Designation:

Jr. Product Executive

Department:

Customer Engagement & Product

Detailed Salary Break Up		
Salary Components	Amount (Rs.)	
	Monthly	Annually
Basic	6,389	76,671
House Rent Allowance	3,195	38,336
Standard Allowance	4,167	50,000
LTA	532	6,389
Professional Development	676	8,113
Special Allowance	1,014	12,169
Gross Salary (A)	15,973	1,91,678
Provident Fund Employer contribution	1,534	18,408
Gratuity*	307	3,686
ESIC	519	6,228
Benefits (B)	2,360	28,322
Cost to the Company (CTC) [A+B]	18,333	2,20,000

* TDS will be deducted as per income earned and as per savings plan declared by you for the financial year along with proof of payments/receipts wherever applicable.

* Gratuity will be calculated on behalf of 15 days basic salary and will be payable as per Gratuity Act.

* Reimbursements are subject to submission of bills.

* LTA will be non-taxable based on receipts/proof submitted.

* Contribution towards ESIC is 3.25% by employer & 0.75% by employee as per the ESIC ACT 1948 if the employees gross salary is within the gross salary limit as specified by ESI Act.

For Cirrius Technologies Pvt. Ltd.

Authorized Signatory

Cirrius Technologies P. Ltd.

Cirrius Centre, A-19, MIDC Area Cross Road B, Andheri (East), Mumbai- 400093, India

www.cirrius.com CIN: U72900MH2007PTC171018



DIMA ENGINEERING PVT LTD

30/108 Laxmi Ind. Estates, Link Road, Andheri (W), Mumbai 400053, 022-26365544,
info@dimaengineering.com

Dear Manas,

Congratulations!

We are pleased to inform you that you have been selected by DIMA Engineering Pvt Ltd to join us as Junior Software Engineer (Trainee) following the technical tests and subsequent interview held on March 15th 2022. Your joining date will be 21st March 2022.

You will be inducted as Trainee Engineer and will be evaluated and trained for a period of two months. During this period, you will be evaluated on your technical and interpersonal skills which would include ASP.NET MVC, JQuery and SQL.

You will be paid a consolidated salary of Rs. **14,000/-** (Rs. Fourteen thousand only) per month.

Upon successful completion of the training period and a positive evaluation, if considered by DIMA Engineering Pvt Ltd, you may join us full time.

In case of any queries, please feel free to contact at careers@dimaengineering.com

Welcome Aboard!

Regards,
DIMA Engineering Pvt Ltd





A Film Making Company

Date: 21st January 2021

To,
Ms. Rikita Mukul Sheth,

Subject: Appointment Letter to join as a Digital Marketing Intern

Referring to your interview held over on 20th January 2021 for the above position. Further, the management has decided to offer you a full-time Digital Marketing Internship with our organization from 21st January 2021.

You will have to undergo multiple roles during this internship tenure and you will have to prove your presence valuable to the organization. In return, we will make sure you learn the practicality of the industry with some hands-on experience.

Scope of work:

1. Website Designing
2. Make a Website SEO Friendly
3. Get involved in Social Media Marketing for the Agency
4. Content Writing for the Website
5. Creating, Visualising and Executing Digital Marketing Task

We expect –

1. Sincere behaviour
2. Self-Starter
3. Ambitious
4. Creative
5. Punctual
6. Organised

Please bring and submit the following documents at the time of Joining:

1. Address Proof Xerox (Aadhar card)
2. 1 Photograph
3. ID card of your current class/college

There will be certain rules and regulations once you join the office.

On the successful completion of the internship, you will be given an experience certificate and you will also be paid a monthly stipend of Rs. 5000.

We are happy to welcome you and congratulate you on your appointment and wish you a long and successful career with us.

Thank you,

Vikas Samant

Founder Partner

Creative Garage

V. Samant
21/01/22

For CREATIVE GARAGE

PARTNER



Ref No: VER-22-23/HR/030

20th July 2022

Arti Shukla

Gram Post Dubhai Teh
Manghavan, Dubai, Khurd,
Rewa Madhya Pradesh - 486111

Dear Arti,

We are pleased to extend an offer to join Vervali as **Junior Software Tester**. This letter will officially confirm the terms of your employment.

Your Gross Total Compensation is Rs **1,80,000/-** per annum.

This offer is contingent on your commencing employment with the Company on **20th July 2022**. By accepting this offer you expressly agree that you will be joining on such date, unless otherwise agreed to in writing by the Company.

Your employment with Vervali will be governed by the attached Annexure 2- Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer.

To indicate your acceptance of this offer and employment with the Company, please submit a copy of this letter and the Terms of Employment with your Original Signature on each page.

Arti, we look forward to hearing from you regarding your decision to join our team. I believe you have a successful career ahead of you and look forward to your joining us.

Yours Sincerely

ACKNOWLEDGED AND AGREED:

Geeta Rao
Head - Operations
Vervali Systems

Signature _____
Name: **Arti Shukla**
Date:



Date: 01st April 2022

To,
Akansha Tamore
Type-C, 56/02, B.A.R.C. Colony,
Tarapur, Boisar,
Palghar 401 502

Subject: Internship with Diligence Web Technologies

Dear Akansha,

On behalf of Diligence Web Technologies, it is our pleasure to confirm your internship. You will be working with Diligence as an Intern for Web Applications Developer

Your duties and assignments during internship will be as follows

- Undergo trainings provided
- Work on demo project/ tasks to gain acquainted with the platforms used
- Work on internship project – provided by Diligence
- Understand live project architecture
- Support new developments/maintenance/ testing

Your internship duration will be of six months starting from 1st April 2022. You will be given a maximum stipend of Rs. 4000, which shall be determined based on your performance and attendance. During internship you won't be entitled for any leaves. You will have to abide with general rules of conduct as per company's policy.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming a growing company. We assure you our support for your professional development and growth.

Yours Truly,
For Diligence Web Technologies

Kaave



Office: A/12, Jai Ish Krupa, Anand Nagar, Vasai (W), 401 202
www.diligencewebtechnologies.co.in



OTTOEDGE

The communication company

Offer Letter

Dear Mr. Ashish Tiwari

Congratulations you are selected as an intern for 6 month from the date of Joining.
And in the period of internship you will get the stipends of INR 10,000 monthly.
And your Timing will be 9:30 to 6:30 and 2nd and 4th Saturday of the month will be a holiday.
And your Date of Joining will be 1/2/2022.

Please Provide confirmation today itself.

--

Thanks and regards

Sujeet Singh
HR & Accounts Department

Ottoedge Services LLP
105, Sahar Cargo Estate
JB Nagar, Andheri (E)
Mumbai 400069

Mobile: +91-7304677757
Landline: +91-22-28301024



TECNOVIQ

CONSULTANCY

Date: 3rd March 2022

Dear Himanshu Tiwari,

Tecnoviq Consultancy is pleased to offer you an internship position in our IT - Software department, with an effective start date of 14th March 2022.

As an intern, this is not a paid position, which means you will not be receive wages or be eligible for benefits such as paid leave, travelling allowance etc.

Please review the terms and conditions of your new employment contract below:

Position: You will be working as a "Trainee Software Developer" & reporting to the Product Manager.

Working hours: Monday to Saturday 10 am To 6 pm (2nd & 4th Saturday Holiday)

Compensation: You will get stipend of 5,000 INR/Month for your daily expenses.

Deduction: As an Intern, you are not eligible to take any paid leave. Stipend will be deducted in case you take any leave during working days, However Company will allow you to take 1 day leave, in case of any emergency.

Throughout your internship, Tecnoviq Consultancy provide you the training & opportunity to work on "LIVE" project.

Tecnoviq Consultancy may consider you for a paid position in the future (after completion of internship of 6 months) based on your performance throughout your internship.



Mr. Abhijeet Vartak



Registered Address :
D/40/302, Laxmi Housing Global City,
Near Agarwal Lifestyle, Virar (W), 401303, Maharashtra

DIMA ENGINEERING PVT LTD

30/108 Laxmi Ind. Estates, Link Road, Andheri (W), Mumbai 400053, 022-26365544,
info@dimaengineering.com

Dear Abhishek Upadhyay,

Congratulations!

We are pleased to inform you that you have been selected by DIMA Engineering Pvt Ltd to join us as Junior QA Engineer following the technical tests and subsequent interview held on May 10th 2022. Your joining date will be 16th May 2022.

You will be inducted as a Junior QA Engineer and will be evaluated for a period of 1 month. During this period, you will be evaluated on your technical, analytical and interpersonal skills.

You will be paid a consolidated salary of Rs. **15,000/-** (Rs. Fifteen thousand only) per month.

Upon successful completion of the training period and a positive evaluation, if considered by DIMA Engineering Pvt Ltd, you may join us full time.

In case of any queries, please feel free to contact at careers@dimaengineering.com

Welcome Aboard!

Regards,
DIMA Engineering Pvt Ltd



November 17, 2021

To,
Arjun Ramshakal Vishwakarma,

Subject: Offer for Internship and job as Trainee Software Developer

Dear Arjun,

We are very pleased with your interview and we would like to offer you the post of Trainee Software Developer in our company. This would also include training for a period of 6 months. Your stipend would be Rs.5000 per month during your training period.

After your training, you will be eligible for the post of Junior Software developer, if you perform well during your training period. The CTC will be determined at the end of your training period. Your CTC will be between Rs.3.5 lakhs to Rs.4.5 lakhs based on your performance during the training period.

The details of the engagement will be elaborated in a formal appointment letter that is issued on your date of joining our organization.

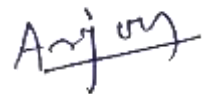
We are excited to have you in our organization and look forward to a mutually rewarding and enriching association.

As agreed during our discussions your joining date shall be in **January 2022**.

Regards,

Vaishali Patel
HR Head
Systemics Solutions

(Accepted & Approved)



Sign:

Date: 02/12/2021





APPOINTMENT LETTER

Mr Pankaj Vishwakarma, 17th Feb 2022 Mumbai

Dear Pankaj,

Pursuant to your acceptance of our employment offer, on behalf of everyone at VoloForce LLC., we are pleased to appoint you as **"Software Engineer"** with VoloForce LLC. (the Company), adherent to the following terms and conditions:

Position, Title, and Duties:

You will be a full-time employee of VoloForce LLC. (the "Company"). Your initial job title will be **Software Engineer**, and you will report to **Mahesh Kondwilkar (President of Software Development)** or any other officer deputed by him/her. You will be working remotely, from your residence in Mumbai/Pune/Nanded.

You will perform the broad duties and responsibilities applicable to the **Software Engineer** position. The company reserves the right to assign you such other duties and responsibilities as may be considered advisable in the company's interest. The company will expect you to discharge the responsibilities entrusted to you with the highest standards of initiative, efficiency, and economy.

Compensation:

You shall be entitled to a salary of **INR 6,00,000 (Rupees Six Lakhs Only)** PA which is subject to tax deduction as per statutory laws. The Company currently pays in monthly installments. The compensation for the first month will be pro-rated as per the joining date.

Working Hours, Holidays, and Paid Time Off

VoloForce LLC. operates based on a 5-day workweek. Your working hours will be 40 per week Monday through Friday, although you may be required to work at such other times as may be necessary for the proper performance of your duties. Your daily working hours, holidays, and leave shall be as per the Company policy as amended from time to time.

The policy for personal leaves and a list of public holidays shall be conveyed by HR as and when it gets updated.

Confidentiality, Company provided Materials:

Considering your employment by VoloForce LLC. (the "Company"), and in recognition of the fact that as an employee of the Company, you have access to proprietary and confidential information, you acknowledge, agree, represent, and warrant to the Company as follows:

A. As long as you are employed by the Company, you shall devote your full time and efforts to the Company and shall not participate, directly or indirectly, in any capacity, in any business or activity that is in competition with the Company or takes your time away from working exclusively for the Company.





B. Return of Company Materials. Immediately following your resignation or termination of your employment with the Company, you agree to turn over to the Company all Confidential Information in your possession or control relating to your work done for the Company or relating to the processes and materials of the Company. You also agree to turn over all materials provided by customers of the Company and all teaching materials provided by the Company. Such materials include but are not limited to, customer and/or vendor lists, customer and/or prospect materials, price lists, rate structures, software owned or developed by the Company for any purpose in any form, listings, documentation, proposals or any other Company forms and hardware provided to you by the company.

Upon your resignation, or upon the termination of employment, the cost of unreturned, or, damaged company-provided equipment will be recovered from you if not received by the last day of your employment with the Company.

C. Client Confidentiality. You recognize that it is essential to the Company's success that all customer information be deemed to be confidential and properly treated as a trade secret. Therefore, you agree not to use or disclose any partner, distributor, customer, or client information provided by them or concerning them except as may be necessary for the normal conduct of Company business for the specific client, and upon the termination of your employment with the Company, you will return all such materials to the Company.

D. Confidentiality of Company Materials. You agree during your employment with the Company and thereafter not to use for your own benefit, or divulge or disclose to any person outside of the Company, any Confidential Information. Confidential Information also includes, without limitation, any technical data, pattern, formula, computer program, source code, object code, algorithm, subroutine, manual, product specification or plan for a new, revised, or existing product; and any business, marketing, financial or sales plan or order for present or future business or products of the Company.

As a condition of employment, you agree to sign the Company's standard Employee Non- Disclosure Agreement on or before your start date. You warrant that there are no agreements with prior employers or others that would prevent you from performing your job at VoloForce LLC. and, as a condition of employment, you agree to be responsible for any liability under such agreements.

Just as we expect you to protect our confidential information, we insist that you uphold your prior obligations of confidentiality. During your employment, you agree not to improperly use or disclose any confidential information or trade secrets or copyrighted information of any former employer (or others to whom you have an obligation of confidentiality). You agree not to bring any unpublished documents or any property belonging to others onto VoloForce LLC. premises without their written permission. In the performance of your duties, you agree to use only information that is (a) generally known and used by persons with training and experience comparable to your own, (b) common knowledge in the industry or legally in the public domain, or (c) provided or developed by the Company.

VoloForce LLC. does not condone copyright infringement in any form, and violation of the same is grounds for immediate termination from the Company and also for prosecution and recovery of damages that the Company may incur in the event of copyright infringement by you.

E. Developments Deemed Property of the Company. All Confidential Information and all other software, computer programs, algorithms, discoveries, inventions, processes, methods, and





improvements, conceived, developed, or otherwise made by you at any time, alone or with others and in any way relating to the Company's present or future business or products, whether or not patentable or subject to copyright protection and whether or not reduced to tangible form or reduced to practice during the period of your employment with the Company ("Developments"), shall be the sole property of the Company. You shall disclose all Developments promptly, fully, and in writing to the Company after the development of the same, and at any time upon request. You agree to and hereby do assign to the Company all your rights, title, and interest throughout the world in and to all Developments. You agree that all Developments shall constitute works made for hire under the copyright laws of the United States and hereby assign to the Company all copyrights, patents, and other proprietary rights you may have in any Development; and you shall assist the Company (without charge, but at no cost to you) in obtaining and maintaining for itself such rights.

F. Personal Representations. You acknowledge, represent, and warrant that in the event your employment with the Company terminates for any reason, you will be able to earn a livelihood without violating the foregoing covenants, and that you are not presently a party to any agreement containing a non-competition provision or other restriction which would impact your ability to fully and legally perform your duties for the Company.

Background Checks

The Company reserves the right to conduct background checks before or at any time during your employment. Your appointment is governed by successful background checks at any time during your employment with us. If it is found that any wrong/misleading information has been furnished, the company may terminate your services for the cause with immediate effect.

Expenses:

All reasonable expenses incurred by you, that are related to services provided to VoloForce LLC. pursuant to this Agreement shall be reimbursed by VoloForce LLC. You are expected to promptly provide expense reports for all expenses after incurrence and VoloForce LLC. shall pay each such invoice within thirty (30) days of its receipt thereof. All expenses shall be billed at cost and subject to audit and appropriate documentation. Any expense to be incurred by you which exceeds INR 1000 shall require VoloForce LLC. prior written approval before reimbursement by VoloForce LLC.

Probation/Confirmation:

From the date of joining until 27th June 2022, your employment will be on an active "probation period".

During the probationary period, your services may be terminated, by giving you 30 days' notice or one month's pay in lieu thereof.

During this period, if you decide to leave the organization, you must serve a 30 days Notice Period.

During the probation period, you will be eligible to accrue and utilize any accrued leave balances per the Company's Leave Policy and your manager's approval.

The probation period may be extended to such further periods or periods as may be considered





At-Will Employment and Other Conditions

All employees of VoloForce LLC. are "at-will," meaning that either you or the Company may terminate your employment at any time, for any reason. You understand that only the Chief Executive Officer of the Company, in writing, may modify the at-will nature of your employment.

After the end of the probation period, services may be terminated by giving 30 days' notice by either party. The Company reserves the right to extend the notice period in the future as required.

Should your employment be terminated for causes including but not limited to Annexure A, the Company reserves the right to terminate services with immediate effect, without notice period or payment in lieu thereof.

While your title, your compensation, and other aspects of your employment with VoloForce LLC. may change over time, this letter sets forth the entire understanding of the initial terms of your employment with the Company. This letter supersedes any prior discussions, oral or written, relating to your employment and the other matters discussed in this letter. You are also expected to adhere to all Company policies and processes that may or may not have been included in this offer letter.

Please Note that your compensation is confidential between you and the Company. Sharing or requesting compensation information with/from colleagues is considered grounds for immediate termination at VoloForce LLC.

Start Date

Your official start date will be on **27th December 2021.**

Annexure A:

1. Physical/mental / sexual abuse of any VoloForce LLC. employee or associate
2. Providing professional services to a direct competitor while employed at VoloForce LLC. and without VoloForce LLC.'s prior written consent
3. Failure to perform pursuant to the terms of this document
4. Breach of any terms or obligations mentioned in this document
5. Theft or destruction of company property
6. Sharing or requesting compensation information from colleagues
7. Use of copyrighted or confidential material without express authorization from the owner(s) of the same



By accepting the appointment of **QA Engineer**, you hereby agree to abide by all policies and procedures of the company in force at present and in the future as changes occur.

We welcome you to Voloforce LLC. and look forward to a long-term association.

I have read and understood the terms and conditions mentioned in this letter of appointment and I hereby confirm unconditional acceptance of the same.

Employee Name: Paul Zsebedics

Employee Signature: _____

Date Signed: 5/17/2022

Verified and Received by:

Paul Zsebedics
Managing Director,
Voloforce LLC



Phone : +91-22-4076 1000
Fax : +91-22-2416 1726
www.skinternational.com



S. K. HOUSE, 94-A, AVVAL BAUG, D.S.P. ROAD, DADAR (E), MUMBAI - 400 014



Sub: Appointment Letter

1st October 2019

To
Mr. Sandeep Vishwakarma
Bholenath welfare society,
Road no. 3, Kranti nagar,
Lokhandwala, Kandivali (E),
Mumbai- 400101

Dear Sandeep,

With reference to your application and your subsequent interview, we are happy to inform that you have been appointed as a **"Trainee- Software Developer"** with the following terms & conditions.

1. You will initial be posted in Mumbai. However, during your employment with the company, you will be liable to work at any of the Offices/ Divisions / Departments of the company and at our client's place, whether in the same town or any other town/city anywhere in India without any change in the terms and conditions of the employment, according to the exigencies of business. Your posting will be at the sole discretion of the management.
2. Your salary has been fixed at Rs. 15,000/- per month. In addition to the salary you will be eligible for reimbursement of traveling expenses, Group Mediclaim Policy (GMC) of 2 lacs and Group Personal Accident Policy (GPA) of 3 lacs and all other benefits shall be as per the policies of the company formed from time to time.
3. You shall be on probation for a period of 6 months. Upon satisfactory completion of probation, you will be confirmed in the regular cadre of the company provided your satisfactory work and conduct. After completion of the probation period, till such time that you are intimated in writing regarding your confirmation you shall continue to be on probation. The probation period is extendable at the sole discretion of the management by another 6 months.



Ref No: VER-22-23/HR/029

19th July 2022

Sunny Shivsampat Vishwakarma

Flat No 05 A-24, Krishna Mahima Bldg

Krishna Nagar, Boisar

Palghar - 401501

Dear Sunny,

We are pleased to extend an offer to join Vervali as **Junior Software Tester**. This letter will officially confirm the terms of your employment.

Your Gross Total Compensation is Rs **1,80,000/-** per annum.

This offer is contingent on your commencing employment with the Company on **19th July 2022**. By accepting this offer you expressly agree that you will be joining on such date, unless otherwise agreed to in writing by the Company.

Your employment with Vervali will be governed by the attached Annexure 2- Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer.

To indicate your acceptance of this offer and employment with the Company, please submit a copy of this letter and the Terms of Employment with your Original Signature on each page.

Sunny, we look forward to hearing from you regarding your decision to join our team. I believe you have a successful career ahead of you and look forward to your joining us.

Yours Sincerely

ACKNOWLEDGED AND AGREED:



Geeta Rao
Head - Operations
Vervali Systems



Signature _____
Name: **Sunny Shivsampat Vishwakarma**
Date:





3 months internship program offer

1 message

HR @ STARZ <hr@starzventures.in>
To: kamaleshy99@gmail.com
Cc: Raj STARZ <raj@starzventures.in>

Thu, Mar 10, 2022 at 1:50 PM

Dear Kamallesh

We are happy to offer you enrollment in our 3 months Internship Program. Please see the details of the offer below

The internship will be for a period of 3 months
Your date of starting would be 1st March 2022 This is a remote internship, i.e. you are expected to have sufficient infrastructure (Machine, Electricity, Internet connection etc)
You will be assigned a reporting manager and an assessing manager
Your compensation (stipend) for internship would be Rs. 6,000/-

Next Step

As the next step please accept the offer via written confirmation Provide your Address Proof, Photo ID and PAN (email to contact@bijalgadamakeovers.com) Your orientation would be held on 14th March 2022 (Mon) at 6:00 PM

Looking forward to having you onboard.

Thanks and regards
Bijal Gadamakeovers



- Raj Vanyr

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CEO & Business Strategist
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